MAT 45143 Introduction to Real Analysis
Study of real number system and its application to limit concept. Includes proofs of basic theorems on derivatives, integrals and continuity. Emphasis on rigor. Prerequisites: MAT 22043 Linear Algebra, MAT 31044 Calculus III.

MAT 49201 Integrative Seminar in Mathematics
Capstone course that guides student in development of an integrative project that demonstrates achievement of learning outcomes in the mathematics major.

MUS 10123 Introduction to Creative Listening
Development of understanding and enjoyment of music. Emphasizes aural approach and analyzes sounds that are applicable to all styles of music.

MUS 10323 Jazz in America
Introduction to the history of jazz from its development in America at the turn of the 20th century through the present. Emphasis on recognition of styles, prominent innovators and development of listening skills important for all forms of music.

MUS 10523 American Popular Music: Swing Era
This course examines American popular music trends from 1920-1950, focusing on the big band era and on swing music as a musical and cultural genre. Topics include an examination of jazz and ragtime, as well as other precursors of this style.

MUS 12922 Class Piano I
Focuses on rudiments of music notations, scales and beginning keyboarding technique. Emphasis on preparation for music styles curriculum.

MUS 13022 Class Piano II
Continuation of Class Piano I.

MUS 13121 Trumpet and Horn
Develops understanding of brass instrument techniques and pedagogy. Includes development of performance skills and understanding of terminology related to brass instruments. Various methodologies employed and discussed.

MUS 13221 Clarinet and Double Reed Instruments
Develops understanding of woodwind instrument techniques and pedagogy. Includes development of performance skills and understanding of terminology related to woodwind instruments. Various methodologies employed and discussed.

MUS 13321 Violin and Viola
Develops understanding of string instrument techniques and pedagogy. Includes development of performance skills and understanding of terminology related to string instruments. Various methodologies, including Suzuki, discussed.

MUS 13421 Percussion and Instrument Repair
Develops understanding of percussion instrument techniques and pedagogy. Includes development of performance skills and terminology related to percussion instruments. Various methodologies discussed. Snare drum, timpani and xylophone emphasized.

MUS 13521 Trombone and Tuba
Develops understanding of trombone and tuba techniques and pedagogy. Includes development of performance skills and understanding of terminology related to brass instruments. Various methodologies employed and discussed.

MUS 13621 Flute and Saxophone
Develops understanding of flute and saxophone techniques and pedagogy. Includes development of performance skills and terminology related to woodwind instruments. Various methodologies employed and discussed.

MUS 13721 Cello and String Bass
Develops understanding of cello and string bass techniques and pedagogy. Includes performance skills and terminology related to string instruments. Various methodologies employed and discussed.

MUS 16121 Applied Piano
Private lesson.

MUS 16221 Applied Voice
Private lesson.

MUS 16321 Applied Organ
Private lesson.

MUS 16401 Applied Trumpet
Private lesson.

MUS 16402 Applied Horn
Private lesson.

MUS 16403 Applied Trombone
Private lesson.

MUS 16404 Applied Euphonium
Private lesson.

MUS 16405 Applied Tuba
Private lesson.

MUS 16421 Applied Brass
Private lesson.

MUS 16521 Applied Percussion
Private lesson.
MUS 16601 Applied Violin
Private lesson.

MUS 16602 Applied Viola
Private lesson.

MUS 16603 Applied Cello
Private lesson.

MUS 16604 Applied Bass
Private lesson.

MUS 16621 Applied Strings
Private lesson.

MUS 16701 Applied Flute
Private lesson.

MUS 16702 Applied Oboe
Private lesson.

MUS 16703 Applied Bassoon
Private lesson.

MUS 16704 Applied Clarinet
Private lesson.

MUS 16705 Applied Saxophone
Private lesson.

MUS 16721 Applied Woodwinds
Private lesson.

MUS 16821 Applied Guitar
Private lesson.

MUS 17221 University Concert Choir
40-member select choir that performs for official University events throughout the year. Membership determined through audition.

MUS 17321 University Ringers
Five-octave English hand bell ensemble.

MUS 17421 Oratorio Choir
Non-auditioned 30- to 60-member choir comprised of student and community vocalists that perform an oratorio one semester a year.

MUS 17621 University Orchestra
40-piece orchestra comprised of student and community musicians that performs one concert per semester and at Vespers.

MUS 17721 Jazz Ensemble
20-piece big band emphasizing jazz education and improvisation that performs several times throughout the school year.

MUS 19221 Adelante Singers
Select group of 16 to 20 students who perform a diversified choral repertoire. Must be a member of University Choir to be in Adelante Singers.

MUS 19621 Wind Ensemble
15- or more-member band comprised of students and community musicians that generally functions with Symphonette.

MUS 19721 Pep Band
Performs at basketball and football games.

MUS 22823 Church Music
Study of music, history and liturgy of the Christian Church, biblical relationships between music and Christian theology, roles of the organ, choir and congregation, planning and selection of liturgy and music for worship, and performance practices for worship.

MUS 23823 Hymnology
Studies from historical perspective hymns in the worship context. Includes study of hymn writers and hymn texts as found in chorales, psalms, traditional hymns, gospel songs, and contemporary hymns. Also focuses on use of hymns as a teaching medium and basis for other compositions.

MUS 25124 Styles I
Investigates principles of voice leading, root part-writing, harmonic progressions, and triads in first and second inversions. Includes initial procedures of form analysis through study of rhythm, melody, phrase and phrase groupings, progression of music from antiquity to Renaissance period with emphasis on liturgical music, rise of international European styles, emergence of imitative and non-imitative polyphonic music, development of and scoring for wind and string instruments, and the development of simple part forms. Discussion of music from Near and Far East provides a multi-cultural perspective. Sight-singing and dictation skills furthered in the course and in coordination with computer software.

MUS 25224 Styles II
Pursues further understanding of voice leading and part-writing principles with use of cadences, non-chord tones and diatonic seventh chords. Also includes music history from the Baroque era emphasizing polyphonic models and development of opera to the waning Classical era with advancements in composite part forms rondo, variation forms and sonata form. Emphasis on the development of the concerto, orchestration of string instruments, music from the Near and Far East providing a multicultural
perspective, and sight-singing and dictation skills furthered both in the course and in coordination with computer software. **Prerequisite:** MUS 25124 Styles I or consent of instructor.

**MUS 25324 Music Theory and Aural Skills I**

Investigates principles of voice leading, root position part-writing, harmonic progressions, and triads in first and second inversions. Includes initial procedures of formal analysis through study of rhythm, melody, phrase and phrase groupings. Sight-singing and aural dictation skills furthered in class.

**MUS 32023 Pre K-12 Music Methods**

Course is designed to prepare music education majors to teach general music at all levels. Students develop performance skills in singing, playing hand-held percussion instruments, autoharp, recorder and guitar. Students examine materials and methods appropriate for teaching music in a diverse, multi-cultural environment. Emphasizes general music, instrumental ensembles, vocal ensembles, student development, motivation and managing behavior in the music classroom. Includes an overview of middle/secondary school music program administration. Students study current educational policies at the state and national levels and their impact on music education.

**MUS 32024 Methods and Materials for Elementary Music**

A comprehensive study of general music instruction at the elementary school level. Topics include the philosophy of music education, varied approaches for developing conceptual learning and music skills, creative applications, and analysis of materials.

**MUS 32123 Instrumental Ensembles Conducting, Methods and Literature**

Emphasizes reading, analyzing and interpreting scores, integrating concepts from instrument method courses with ensemble settings and selecting sequential literature from various eras for instrumental ensembles. Opportunities for conducting ensembles provided.

**MUS 32223 Choral Conducting, Methods and Literature**

Emphasizes reading, analyzing and interpreting scores, integrating concepts from techniques courses with ensembles and selecting sequential literature from various eras for vocal ensembles. Opportunities for conducting ensembles provided.

**MUS 32224 Styles III**

Third semester of music theory and history in a comprehensive format. Progress with studies of secondary chord functions, modulation, mode mixture, the Neapolitan chord, and augmented sixth chords. Continued Assessment of form and further developments of multi-movement forms. Assessment of 19th century music with emphasis on tonal advancements, complexities of orchestral techniques as related to expanded usage of woodwinds and brass, augmentation of standardized forms, and the rise of nationalism. Sight-singing and dictation skills furthered both in the course and in coordination with computer software. **Prerequisite:** MUS 25524 Styles II or consent of instructor.

**MUS 32324 Styles IV**

Investigates enharmonic spellings, expansion of the harmonic vocabulary, tonal harmony in late nineteenth and early twentieth-century music and other innovative practices of the twentieth century. Also examines the twentieth-century “isms” as applied to music including but not limited to impressionism, expressionism, atonalism, neo-classicism, serialism, electronicism, and minimalism. Study of orchestration with the inclusion of percussion instruments and sight-singing and dictation skills furthered both in the course and in coordination with computer software. **Prerequisite:** MUS 22224 Styles III or consent of instructor.

**MUS 32825 Orchestration**

Emphasis placed on score writing, range and registration characteristics of instrument in traditional orchestra and band settings. Actual products (scores) of arrangement and original composition produced and performed. Additional work with synthesizers and Finale music software expected. **Prerequisite:** MUS 25524 Styles II or higher, ensemble participation and time.

**MUS 34723 Secondary Music Methods**

Emphasizes general music, instrumental ensembles, vocal ensembles, student development, motivation, and classroom control. Focuses on overall administration of middle/secondary school music programs. Studies current educational policies at the national and state levels and their impact on music educators.

**MUS 34724 Secondary Choral Methods**

Methods of instruction, organization and presentation of appropriate content in choral music courses.

**MUS 34725 Secondary Instrumental Methods**

Methods of instruction, organization and presentation of appropriate content in instrumental music courses.

**MUS 35324 Music Theory and Aural Skills II**

Pursues further understanding of voice leading and part-time writing principles with use of cadences, non-chord tones, and diatonic seventh chords. Sight-singing and aural dictation skills furthered in class. **Prerequisite:** Music Theory and Aural Skills I or permission of instructor.

**MUS 36324 Music Theory and Aural Skills III**

Studies of secondary chord functions, modulation, mode mixture, the Neapolitan chord, an augmented sixth chords. Sight-singing and aural dictation skills furthered in class. **Prerequisite:** Music Theory and Aural Skills II or permission of instructor.
MUS 41023 Internship: Music
Practical experience in major area of study. Arranged individually and taken after completion of major coursework.

MUS 42023 Internship: Music
Further practical experience in major area of study. Arranged individually and taken after completion of major coursework.

MUS 43423 Music History I
Examines the history of music from antiquity through the waning Classical era. Emphasis on liturgical music, the rise of international European styles, the emergence of imitative and non-imitative polyphonic music, the development of and orchestration for wind and stringed instruments, the development of opera, and the development of simple part forms through the composite forms rondo, variation forms, and sonata-allegro form. Discussion of the music of the Near and Far East provides a multicultural perspective.

MUS 46324 Music Theory and Aural Skills IV
Investigates enharmonic spellings, expansion of the harmonic vocabulary, tonal harmony in late 19th century and early 20th century music and other innovative practices of the 20th century. Sight-singing and aural dictation skills furthered in class. Prerequisite: Music Theory and Aural Skills III or permission of instructor.

MUS 46423 Music History II
Examines the history of music from the 19th century through contemporary trends. Emphasis on tonal advancements, complexities of orchestral techniques as related to expanded usage of woodwinds and brass, augmentation of standardized forms, and the rise of nationalism. Also examines twentieth century “isms” as applied to music, including, but not limited to impressionism, expressionism, atonality, neo-classicism, serialism, minimalism, and electronicism. Prerequisite: Music History I or permission of instructor.

MUS 47423 Music History III
A survey of western art music of the Baroque and Classical periods, 1600-1750 and 1750-1800. Representative works will be analyzed in relation to the general stylistic principles of the periods. Other topics include the musical styles and trends within the context of European historical and cultural developments. Prerequisite: MUS 46423.

MUS 48423 Music History IV
Survey of western art music of the 19th and 20th centuries. Major composers, styles, genres, and representative works are analyzed. Prerequisite: MUS 47423 Music History III.

MUS 49023 Research and Performance
Independent research course leading to final competency projects that include presentation of senior recital and preparation of program notes. Culminates applied music studies and is a major component of the comprehensive. Prerequisite: MUS 32324 Styles IV.

OAD 10163 Personal Finance
Analysis of issues and techniques necessary to understand, plan and manage individual and family personal finances. Topics include opportunity costs, investment, taxes, cost/use of credit, cost/use of various types of insurance, housing and transportation decisions, and retirement and estate planning. Particular emphasis on personal cash flow forecasting and management.

OAD 22563 Introduction to Health Care Delivery Systems
Introduces health care system in the United States. Stresses system’s historical development, features, financing, management, resources, and politics.

OAD 22564 Health Care and Social Behavior
Analytic understanding of organizational, professional and interpersonal behavior that characterizes contemporary health care organizations. Topics include authority relations in health care settings, models of illness behavior and health services utilization, impact of organizational structure on employee and client attitudes and behavior, and culture of professional medicine in relation to patient care. Prerequisites: PSY 12053 Principles of Psychology, SOC 10453 Introduction to Sociology.

OAD 30010 E-Commerce
Focuses on the role of E-commerce in global business, including implications for business strategy, marketing and global expansion. Included technical (IT) considerations.

OAD 30020 Entrepreneurial Vision and Strategy
Examines the role of personal values and insight in the creation of companies and their ongoing management. This course explores the meaning of being an entrepreneur and how to combine idea (vision) and action (strategy) for personal and business success.

OAD 30030 Leadership of Creativity and Change
Examines the role of an organizational leader. Assesses individual skills and discusses the role of a leader in managing teams through environmental and organizational change. Includes extensive application exercises designed to develop leadership skills.

OAD 30040 Topics in Business Entrepreneurship
Students work as a group on an extensive business project that synthesizes learning presented in the current term.

OAD 30063 Behavior in Organizations
Study of human behavior in work organizations. Focuses on individual satisfaction and motivation as related to organizational
structure, nature of task and focus of power. Topics include small group formation, maintenance, organizational conflict, communications, and leadership.

OAD 30064 Contemporary Labor Management Issues
Examines major problems of society, workers and the labor movement including substance abuse and testing, minority and women's rights, safety, automation, unemployment, and government policies.

OAD 30141 Emotional Intelligence in the Workplace
Research shows emotional intelligence (EI) is more important than IQ in determining outstanding job performance. Examines variety of instruments and writings used to build EI in workplace.

OAD 30161 Interpersonal Managing Skills
Examines interpersonal skills in dealing with people in a work setting. Emphasis on understanding others and exploration of personality types.

OAD 30261 Strategy for Career Advancement
Emphasizes practical techniques in areas of personal marketing, resume writing, interviewing, and communicating for career advancement.

OAD 30263 Theory of Negotiations
Basic course in negotiation. Emphasizes fundamental use of time, information and power to effect positive results at the bargaining table. Includes a review of the applicable employment laws affecting the collective bargaining process.

OAD 30264 Employment Law and Policies
Examines development and continuing changes in legislative and judicial influence on the workplace. Special emphasis given to NLRB, OSHA, EEOC, and DOL agencies.

OAD 30364 Conflict Resolution
Examines and develops skills in different dispute resolution methods. Topics include mediation, MED ARB, problem solving, grievance handling, listening skills, fact finding, and body language.

OAD 30463 History of American Business
Provides survey of United States history as the backdrop of America's importance as an industrial economic power. Introduces individuals who played important roles in the development of United States commerce. Explores concept of change in the understanding of history.

OAD 30563 Management
Discusses process for managing organizations including planning, organizing, leading, and evaluating. Examines administrative role in organizations and concepts relevant to its function and historical development of administrative thought. Prerequisite: PSY 12053 Principles of Psychology.

OAD 30663 Performance Productivity Management
Examines performance in areas of productivity, creativity, wellness (physical, emotional, financial), relationship building, and life management.

OAD 30664 Labor Relations
Introduces labor relations. Topics include organized labor and management community, historical and legal framework, union behavior, and elements of collective bargaining.

OAD 30763 Business Statistics
Focuses on basic methods of research design and analysis of data including descriptive and inferential statistics. Topics include mean, median, mode, frequency distribution, range standard deviation, probabilities of sampling selection, Z-value, T-value, regression and correlation, hypothesis testing, analysis of variance, and Chi-square analysis.

OAD 30764 Arbitration
Study of the function of arbitration in labor management relations including preparation for arbitration, conduct of hearing, ethics, evidence, grievance handling, and proof of standards used by arbitration in reaching a decision.

OAD 30864 Employer and Employee Relations
Examines multidisciplinary factors that are combined to create the current relationship between employers and employees including effects of competition in the global market.

OAD 31063 Business Law
Introduces American legal system as it relates to business. Includes contracts, commercial paper, sales, agency, and property.

OAD 31564 Quantitative Methods in Business
Introduces use of quantitative methods in business. Includes elements of matrix algebra, set theory, linear programming, and mathematical functions relating to law of supply and demand and finance.

OAD 31664 Business Ethics
Introduces development of personal and group norms required for work places. Topics include moral reasoning in business, employee rights and responsibilities of corporations.

OAD 31863 Marketing
Analysis of consumer behavior and configuration of target markets. Emphasis on management of organization activities designed to satisfy target market planning, pricing, promotion, and distribution of the product or service.
OAD 32064 Women in Management
Examines problems women encounter and present as managers. Topics include psychological and type differences between males and females, organizational and political barriers to women’s progress and adapting and succeeding in male-dominated environments.

OAD 32561 Employee Safety and Health
Examines the role of management in providing a safe work environment through current topics and issues in job-related health, workplace accidents, workplace violence, and workplace safety. Facilitates understanding of occupational safety and health administration’s requirements for employers.

OAD 32563 Human Resources Administration
Focuses on process and management of personnel function including task specialization, selection and placement, development and training, collective bargaining, appraisal, and compensation.

OAD 32565 Human Resource Information Systems
A study of how human resource information systems (HRIS) are applied in organizations to support organizational strategy, improve efficiency and flexibility, increase productivity and performance, and ensure compliance with employment law. It covers management issues central to HRIS effectiveness in organizations of all sizes and in a range of technical environments, focusing on microcomputer-based systems. Emphasis is on how HRIS can be used to support strategic human resource management policies. Prerequisite: Computer literacy.

OAD 32864 Employment and Staffing
Investigation of policies and procedures used for effective employment and staffing, consideration of external and internal recruitment, selection procedures, internal staffing process, application of job design, and analysis as related to procedures of employment.

OAD 33064 Governmental Budgeting
Examines governmental budgeting process, procedures and cycles. Includes consideration of legislative taxation and appropriation processes at state and local levels. Evaluates contemporary approaches such as zero-base budgeting, planning programming budgeting systems and cost/benefit analysis.

OAD 33364 Strategic Management
Strategic management and its importance to business, government and nonprofit organizations. Topics include identifying mission and objectives, assessing the environment, identifying critical success factors and generating and evaluating strategic alternatives.

OAD 33560 Comparative Health Care Systems
Provides critical examination of structure and function of health care systems in major, advanced, capitalist countries (e.g., Canada, Japan, United Kingdom, France, Germany, and Sweden) in comparison to each other and to the United States. Emphasis placed on cost control, quality access, reform efforts, and cultural values. Prerequisite: OAD 22563 Introduction to Health Care Delivery System.

OAD 35500 Bankruptcy Law
Survey of bankruptcy law. Includes history of bankruptcy, sources of bankruptcy law, functions and roles of select individuals in the bankruptcy process, bankruptcy code chapter 7 and chapter 13 law and procedures including preparation of necessary documents, and chapter 11 law.

OAD 35564 Special Topics in Health Services
An interdisciplinary exploration of special topics in the regulation of health care institutions.

OAD 36000 Introduction to Medical Terminology
Introduces students to the specific vocabulary used by health care professionals.

OAD 36010 Introduction to Health Care Delivery Systems
Introduction to the U.S. health care system, major components of the system, and historical development of current health care systems.

OAD 36020 Planning and Budgeting in Health Care
Addresses basic budgeting and management systems applicable to various health care industries. Examines development of business budgets using tools and models such as balance sheets, income statements, cash flow analysis, time value of money concepts and project planning techniques specific to health care organizations.

OAD 36064 Managing Integration of Health Care Systems
Emphasizes multiple perspective approach to understanding management of complex, evolving health care delivery and reimbursement systems. Introduces basic functional areas and their integration, management roles and processes, organizational culture and politics, and interaction of organizations and their environments.

OAD 36164 Health Care as Social Policy
Examines development (and non-development) of health care as social policy in the United States and other countries and historical, social, economic and political context in which such policy evolves. Assesses health care reform proposals in light of current and forecasted societal need. Problem identification, analysis and solving skills emphasized.
OAD 36264 Human Resources Applied in Health Care
Examines and applies basic human resource management theory and principles to various health care settings. Concepts studied include planning, job analysis, recruitment, performance evaluation, compensation, training, employee rights, and labor law. Focuses upon current human resource issues in health care such as cost containment, downsizing, increased regulation, and nontraditional employment arrangements.

OAD 36364 Leadership and Communication
Focus on leadership as action and understanding others and interpersonal theory as the connection between leadership and communication in an organizational context. Both didactic and experiential teaching methods used.

OAD 36464 Self-Care and Philosophy
Evaluates personal self-care approaches and identifies methods to improve self-care interventions. Focuses on assessment of stress and tensions relative to personal and system cultures. Emphasizes importance of effective self-care in contribution to overall personal and professional success.

OAD 36664 Ethics in Health Care
Examines a variety of ethical theories and their application to practice and management of health care. Explores ethical concerns and conflict among patients, providers, regulators, and reimbursement industry.

OAD 36764 TQM and Cost Containment Strategies in Health Care
Focuses on implementation of total quality management (TQM) and cost containment strategies and frameworks in the health care workplace. Creates understanding of concepts such as team building, communications and analytical and creative thinking.

OAD 36964 Principles of Advertising
Overview of advertising function and its role in the marketing mix. Examines advertising objectives and strategies, client-agency relationships and production techniques for various media.

OAD 37064 Long-Term Care Administration
Emphasizes basic managerial functions applied to long-term care settings. Examines role and structure of long-term care services within integrated delivery system and community. Introduces financing mechanisms, legal and ethical issues, and administrative skill building such as planning, organizing, communicating, delegating, and change management.

OAD 38462 Communication and Change in Health Care
Examines change as part of organizational development. Applies behavioral sciences to create high-performance organizations. Emphasizes communication and working with conflict that accompanies change.

OAD 38564 Behavior in Health Care Organizations
Explores theories and approaches used in managing employees and dynamics of formal and informal social units. Topics include individual perceptions and learning, employee motivation and job satisfaction, individual and cultural diversity in the workplace, group and organizational dynamics, organizational power and politics, and organizational culture.

OAD 38565 Marketing for Health Services
Analyze consumer needs and behaviors as related to health care. Examine relationship to development and marketing of products and services. Learn basic marketing activities designed to satisfy target markets; product design, pricing, market placement, promotion and distribution.

OAD 38663 Human Resources in Health Care Organizations
Examines relationships between employer and employee. Topics include development of appropriate and legally prescribed standards for measuring work performance, compensation, labor/employee relations, and recruitment, selection, training, development, and appraisal of employees.

OAD 39564 Organizational Theory
Studies theories regarding organizations from sociology and social psychology perspectives. Develops understanding of theories presented in readings and ability to apply theories to organizational experiences.

OAD 39664 Managing Organizational Conflict
Develops conceptual understanding of interpersonal and intergroup conflict in organizations and personal skills in resolving these conflicts as a principal party. Includes intervention strategies used by third parties to mediate conflicts, as well as participation in organizational simulation.

OAD 39764 Public Relations Writing
Development and enhancement of skills for effective writing in public relations settings. Emphasis on standard written communication. Includes development of presentations, press releases, newsletters, and brochures.

OAD 40010 Applied Business Entrepreneurship I
Students work as a group on an extensive business project that synthesizes learning presented in prior terms. Project includes design and implementation of a business project that produces income.

OAD 40020 Applied Business Entrepreneurship II
Students work on an in-depth individual business project that synthesizes learning presented in previous terms.
OAD 40030 Community Service Application

Students work as a group or on an individual basis on an extensive community service project that synthesizes learning presented in previous terms.

OAD 40059 Community-Based Administration

Examines development of leadership and management skills for employees of not-for-profit organizations, along with the relationship of management of a governing board. Topics include essential functions of management, leadership skills, contemporary process practices, strategic planning, and ethical issues.

OAD 40063 Financial Administration

Examines financing of an organization from the administrative viewpoint. Consideration of internal financial management, as well as external financing and capital structures. Prerequisites: ACC 20364 Accounting for Business Operations, ACC 20464 Accounting for Financing and Investing Activities.

OAD 40064 National Labor Relations Act, Board and Union

Covers background and application of the National Labor Relations Act (as amended) and its administration under the National Labor Relations Board and through courts. Includes review of applicable federal, state and local laws pertaining to the collective bargaining process. OAD 40163 Effective Grievance Procedures provides formats, techniques and skills necessary for effective processing of grievances. Topics include system design, just cause and due process, investigative and research methods, contract interpretation standards, and methods of case presentation.

OAD 40163 Effective Grievance Procedures

Provides formats, techniques and skills necessary for effective processing of grievances. Topics include system design, just cause and due process, investigative and research methods, contract interpretation standards, and methods of case presentation.

OAD 40263 Introduction to Comparative Law

Introduces comparative legal traditions focusing on civil and common law. Topics include French and German civil codes, origins of anglo-saxon common law, and comparisons and contrasts between the United States legal system and civil code systems such as the French and German systems.

OAD 40264 Planning and Budgeting

Overview of basic financial systems used in business settings. Includes business planning and budgeting tools and models such as balance sheets, income statements, cash flow analysis, time value of money concepts, and project planning techniques.

OAD 40363 Advertising Strategies

Focuses on advertising from a managerial viewpoint. Includes administration, advertising research agency relationships, media selection, budget regulation, and campaign planning.

OAD 40364 Practice of Negotiations

Advanced skill development emphasizing varied negotiations and ability to reach solutions. Students operate in teams and individually to bring about agreement involving at least four parties.

OAD 40464 Selling: Personnel Principles and Practices

Utilizes experiences of sales and marketing practitioners to address topics related to selling techniques and management of sales personnel.

OAD 40563 Public Relations

Survey of public relations including goal setting, attitude and opinion research, planning, implementation, evaluation, and change. Emphasis on communication theory as an integral part of the public relations process.

OAD 40654 Health Care Law and Ethics

Explores case law affecting health care administration. Includes subjects such as health care reimbursement, patient access to health care, organization and operation of the health care business and medical staff relations. Examines ethical issues such as defining death and harvesting organs, withholding or withdrawing medical care, surrogate motherhood and maternal-fetal conflict and patient confidentiality and AIDS.

OAD 40663 Total Quality Management

Examines total quality management (TQM) process, its principles and applications such as teamwork, the managing of change, quality as an organizational value, and customer focus.

OAD 40764 Marketing Communication

Emphasizes various elements of marketing communication and their integration into the marketing function. Elements include public relations, advertising, sales promotion, and support materials.

OAD 40765 Communication Health Care Employee

Course is designed to help develop and apply effective and efficient communication in the health care environment. Topics include written communication, communication styles and interactions within health care settings.

OAD 40864 International Marketing

Examines differences between domestic and international marketing and provides framework for analyzing major risks and opportunities (informed markets) to develop techniques for preparing and implementing successful international marketing plans.

OAD 40964 International Finance

Introduces international financial markets, theory of exchange rate determination, concepts and measurement of foreign risk exposure, financial instruments to hedge exchange risk, and financing of multinational enterprises.
OAD 41063 Internship: Business
Experience in major area of study. Arranged individually and taken after completion of major coursework.
Prerequisite: Consent of academic advisor.

OAD 41064 International Business
Examines international business, its processes and institutions, especially the multinational corporation, from several perspectives: historical, business, political, social, cultural, economic, and environmental. Attention given to impact and effect of multinational corporations upon traditional societies and nationalistic governments. Considers the future of rapidly changing economies and financial markets in the world.

OAD 41065 Internship: Health Care
Practical experience in major area of study. Arranged individually and taken after completion of major coursework.

OAD 41164 International Management
Investigation of management issues and concerns in international settings and exploration of the impact of cultural variables on management. Evaluates the assignment of expatriates, host country nationals and globally selected managers and employees. Considers the variability required in the implementation of major business functions in international settings.

OAD 41264 Marketing Research
Introduction to marketing research. Covers gathering information needed to solve marketing problems, problem identification, data analysis and interpretation, and reporting research results.

OAD 41364 Consumer Behavior
Behavioral science approach to analyzing, predicting and studying consumer purchasing behavior. Links consumer behavior to marketing research and decision-making.

OAD 41464 Project Management
Provides theory and application in project planning, implementation, control, and completion. Includes network planning, project evaluation and review techniques (PERT), critical path methods (CPM), management by objectives, management by exception, cost analysis, and resource allocation/leveling.

OAD 41564 Compensation and Benefits
Examines human resource functions of salary administration, job evaluation, compensation, legal requirements, and benefit designs (including medical, life, retirement, and flexible benefits). Emphasis on role of compensation and benefits in attracting, retaining and motivating employees.

OAD 41664 Performance Appraisal
Analysis of methods commonly used by organizations to evaluate human performance. Addresses relationship of performance appraisal to the overall management of an organization, salary administration, promotions, and training.

OAD 41666 International Human Resources Management
This course examines differences between domestic and international human resource management from several perspectives: global staffing, international employee relations and regulations, organizational and employee development, international assignment management, global compensation and benefits, and strategic global human resource management. Students study the global/international nature of human resource management practices.

OAD 41668 Practicum in Human Resources
This course provides practical human resource management (HRM) experience for students by providing an opportunity to create HRM systems that is used by real organizations. Students gain in-depth knowledge of a particular problem within an HRM system and design an effective solution to that problem based on sound theory and techniques. The problem addressed must be outside the scope of the students' normal job responsibilities and verified by their project/faculty supervisor.

OAD 41764 Training and Development
Studies current principles and practices in personnel planning, employee training and development. Topics include skill assessment, recognition of organizational and individual needs, and establishing learning objectives and methodologies.

OAD 41765 Brain Based Instruction
Explores learning approaches that are aligned with how the brain naturally learns. Student examines roles that emotions, multiple intelligences, meaningfulness, attitudes, stress, music, and movement play in the learning process. Provides practical skills to develop effective training programs for adult learners.

OAD 41766 Workers' Compensation Law
Course requires student to develop familiarity with history of workers' compensation legislation; the law and its amendments; process of administering and overseeing claims; legal and appellate mechanisms to resolve disputes.

OAD 41767 Performance Management
Examines creation of high performance workforce including accurate job definitions, identifying necessary job skills, employee selection, employee development and recognition/reward strategies.

OAD 41864 Managing Cultural Diversity
Examines impact of gender, ethnicity and other cultural diversity dimensions on the work organization and management
and supervision of a diverse workforce for organizational effectiveness while encouraging individual professional development.

OAD 42464 Concepts of Career Development
Examines contemporary career theory. Topics include self-assessment inventories, traditional and nontraditional job search techniques, career change, and contract negotiation.

OAD 42664 New Business Ventures
Examines environments within which small business concerns operate, emphasizing a balance between business and managerial functions. Topics include impact of governmental regulation and entrepreneurial perspective.

OAD 43264 Organizational Change
Provides theoretical models and practical experience in the process of organizational change from the planning stage to implementation and evaluation.

OAD 43265 Environmental Influences on Administration
Studies the impact of the economic, legal, political, technical, international and social environments on administration. Presents relevant concepts from these areas and analyzes their interrelationships.

OAD 43464 Leadership
Focuses on integration of functional content areas in field of professional management. Apply theories and techniques of leadership to problems, cases and current issues.

OAD 43564 Administration of Public Organizations
Examines management principles applied to governmental agencies and other public organizations especially at state and local levels, interfacing public organization with legislative process, regulatory process and public interest. Includes strategies for increasing organizational effectiveness.

OAD 44264 Employee Assistance
Examines standards, values and impact of employee assistance programs (EAP). Emphasis on current EAP trends and their benefit to employees, supervisory personnel and management in business and industry.

OAD 45567 S.H.R.M. Certification Exam Preparation

OAD 45664 Recruitment and Selection
Focuses on issues and methods involved in recruiting employees effectively including topics related to selection techniques and work design.

OAD 46000 Health Care Policy and Regulations
Examines the development of health care policy in the U.S. and the influences of societal, political, and economic environments on the health care industry. Explores the interaction of government and other regulatory agencies within the health care industries.

OAD 46064 Strategic Planning Market in Health Care
Focuses on the importance of the strategic planning process as the foundation for health care business plans, goals, objectives, and performance appraisal. Special attention devoted to planning in the dynamic and volatile health care environment. Trace the development of the role of marketing in health care and work with the marketing process: product planning, pricing, promotion, and distribution. Prerequisites: OAD 31863 Marketing.

OAD 46164 Long-Term Care Policy and Regulation
Studies development of social policy related to United States health care for elderly. Investigates predicted trends in care delivery and reimbursement relative to an aging population. Examines complex set of policies, rules and laws at federal and state levels that influence and regulate delivery and reimbursement.

OAD 46264 Health Care Finance

OAD 46364 Comprehensive Long-Term Care
Design and delivery of integrated long-term care services to meet psychological, physical, medical, and social needs of residents. Discuss strategies for managing interdisciplinary assessment, service delivery and reimbursement. Focuses on regulation, policy and procedure designed to protect resident interests, safety and well-being.

OAD 46464 Understanding Complex Organizations and Evolving Health Care Delivery Systems
Focuses on systems theory and applied systems models with particular attention to integrated delivery systems models and applications in the changing health care industry. Provides understanding of health care organizations. Identifies methods to simplify and improve operations.

OAD 46964 Risk Management in Health Care
Provides overview of risk management theory applied to health care settings. Includes risk management program design, roles of the risk manager and risk management information systems, summary of health provider liability law, adverse occurrence
scanning and investigation, and settlement techniques and litigation defense.

OAD 48001 Finance and Regulation in Health Care Organizations
Continues exploration of management in health care organizations focusing on financial and regulatory environments. Examines budgeting as an application of planning and controlling. Utilizes managerial accounting as a tool to understand financial health of the organization. Explores interaction of various regulatory agencies with the health care industry. Examines managed care, insurance and other reimbursement models.

OAD 48362 Health Care Policy
Examines political and economic environment as it affects health care organizations. Provides general framework for understanding the making of public policy and applying this framework to health care policy. Prerequisites: ECO 20163 Macroeconomics, ECO 20263 Microeconomics.

OAD 48563 Management of Health Care Organizations
Provides overview of management in health organizations with attention to management functions of planning, controlling and organizing. Emphasis on budgeting as application of planning and controlling. Covers setting of objectives, formulation of strategies, decision-making techniques of control, and different approaches to establishing authority and responsibility in organizations.

OAD 48664 Leadership in Health Care Organizations
Encompasses the history of leadership theory, leadership styles and the relationship of leadership to ethics, culture, shared governance, individual differences, organizational socialization, technology, decision-making, and organizational viability.

OAD 49000 Planning, Organizing and Leading in Health Care Organizations
Course gives student an overview of basic management functions performed in health care organizations. Utilizes health care specific examples and cases to explore processes involved in planning and executing strategy, organizing and controlling resources, and effective leadership. Attention given to characteristics of effective management and organizational situations and improvement of practice of management.

OAD 49100 Strategies and Policies
Capstone course that guides student to the integration of functional areas of a business firm and analysis of mission and objectives, external environment, and internal strengths and limitations of an organization. Includes formulation of strategies.

OAD 49200 Seminar in Applied Human Resources
Capstone course that guides student in the integration of functional content areas in the field of professional human resources. Addresses human resource issues and applies human resource theories and techniques to problems and cases through a process of decision-making. Prerequisite: Completion by human resources majors of all required core courses for human resources.

OAD 49300 Seminar in Applied Management
Capstone course that guides student in the integration of functional content areas in the field of professional management. Addresses management issues and applying management theories and techniques to problems and cases through a process of decision-making. Prerequisite: Completion by management majors of all required core courses in management.

OAD 49400 Seminar in Applied Criminology
Course is designed for the student to demonstrate knowledge, skills and values relative to criminal justice. Outcomes culminate in research paper focused on a topic in the major and integrating material from major courses.

OAD 49500 Seminar in Applied Health Care Management
Capstone course that guides students in integration of functional content areas in the field of health care management. Addresses health care management issues and applies health care management theories and techniques to problems and cases through a process of decision-making. Prerequisite: Completion of all required courses in health care management or permission of advisor.

PAC 10131 Coed Weight Training
Examines principles and techniques of strength training and application during active participation in weightlifting. Assists students with devising a personal weight training program consistent with health related fitness principles developed to meet their personal goals.

PAC 10231 Coed Tennis
Provides understanding of rules that govern play in tennis and development of skills and knowledge necessary for successful play in both singles and doubles. Students provide their own racket and tennis balls.

PAC 10331 Body Conditioning
Examines principles and techniques of strength and cardiovascular training. Various testing techniques applied during active participation in weightlifting and aerobic exercise. Focuses on application of health related fitness principles to personal fitness programs.

PAC 10431 Racquetball
Provides understanding of rules that govern play in singles, doubles and cutthroat games of racquetball. Develops skills and techniques necessary for successful play and strategies important at all levels of competition. Students provide racket, eye protectors and racquetball.
PAC 10531 Racket Sports
Introductory course teaching fundamentals, techniques, strategies and rules of racquetball, badminton, tennis, and pickleball. Taught as individual and team sports. Each sport given equal time in course.

PAC 10631 Cycling
Experience bicycling for improved cardio-respiratory endurance, bicycle safety and physical fitness.

PAC 10931 Karate
Korean style of karate, called "tae kwon." Physical training divided into three basic parts: Kibon, Kora and Kune. Stresses proper behavior, safety, conditioning, and attitudes. Actual ranking allowed. Student starts with white belt and at the end of PAC 13091, is a 9th Kup or yellow tip belt.

PAC 11031 Advanced Swimming
An extension of the progression of knowledge acquired in beginning swimming as designed by the American Red Cross. Provides understanding of safety, basic survival and rescue skills, diving, and advanced strokes.

PAC 11131 Lifetime Fitness
Participate in a great variety of health-related aerobic activities designed to help develop a health-related fitness program. Activities include walking, stair stepping, jogging, aerobic dance, aerobic game play, and rope jumping. Studies current health and fitness concepts and basic nutrition concepts.

PAC 11231 Nontraditional Team Sports I
Introduces activities of a nontraditional nature, Games, such as ultimate Frisbee, earthball, flickerball, and Olympic team handball, rely on basic fundamental skills. Used for purpose of examining values and beliefs related to moral and ethical behavior and responsible group membership. Because physical fitness is a secondary goal, all activities require students to be active throughout play.

PAC 11331 Folk and Square Dancing
Through active participation in beginning-level fold- and square dances, students explore concepts of responsible group membership, group dynamics and social interaction.

PAC 11431 Intermediate Karate
The Korean style of karate, called "toe kwon." Physical training is divided into three basic parts—Kibon, Kora and Kune. Stresses proper behavior, safety, conditioning, and attitudes. Actual ranking is allowed; the student starts with a white belt and at the end of PAC 13091 is a 9th Kup or yellow tip belt.

PAC 11631 Nontraditional Team Sports II
Participate in activities and use them to generate further realizations about group processes, responsible group membership and moral and ethical behavior. In addition to the journal, variety of reading assignments required.

PAC 11731 Golf
Learn and understand rules that govern play and develop skills and techniques necessary for successful play. Green fees must be paid by students for off-campus play.

PAC 11831 Bowling
Learn fundamental skills of bowling including push away, approach, arm swing, and delivery. Spot bowling and use of the hook stressed. Participate in a handicap league learning to calculate their averages and handicaps, as well as proper bowling etiquette.

PAC 12031 Non-Traditional Team Sports III
Participate in activities about group processes, responsible group membership and moral and ethical behavior with journal writing and a variety of reading assignments required.

PAC 12131 Walking for Fitness
Experience walking for fitness, which results in improvement in cardio-respiratory endurance. Gain knowledge of how walking can prepare for a lifetime of physical fitness.

PAC 15501 Special Topics Physical Activity
Students explore a physical activity of interest through participation and directed assignments.

PED 10001 Introduction to Technology in Physical Education
Develop skills needed to integrate technologies that facilitate learning and performance. Identify and understand training needs of teachers and coaches at different skill levels, assess proper technical support and develop plans to maximize available technologies.

PED 10433 Personal and Community Health
Studies holistic health and lifetime wellness related to individual and community health. Focuses on stress, human sexuality, nutrition, exercise, impact of the environment, and death. Includes physical activity related to developing health-related physical fitness.

PED 10732 First Aid
Emphasizes practical applications in resuscitation and emergency treatment of strokes, heart attacks, lifesaving for water emergencies, burns, cuts, abrasions, and broken bones. Red Cross certification in first aid and CPR is awarded upon completion of this course.

PED 10932 Introduction to Stress Management
Recognizing stress and finding solutions.
PED 11133 History and Principles of Health, Physical Education and Recreation
Studies the history, philosophy and principles of health, physical education, and recreation based on resource materials, professional literature and current research.

PED 13733 Principles of Officiating Fall Sports
Techniques, qualifications, skills, and philosophies governing the act of officiating sports commonly played in fall: volleyball, soccer and football. Detailed knowledge of rules of each activity required. Practical experience in officiating required.

PED 14733 Principles Officiating Spring Sports
Techniques, qualifications, skills, and philosophies governing the act of officiating sports commonly played in spring: basketball, baseball and softball. Detailed knowledge of rules of each activity required. Practical experience in officiating required.

PED 18731 Teaching Character Through Sports
Leadership skills based on the five core values of the NAIA's Champions of Character Program (respect, responsibility, integrity, servant leadership and professionalism). Leads to Champions of Character coaching certification program.

PED 20533 Care and Prevention of Athletic Injuries
Introduces the prevention, care and rehabilitation of athletic injuries. Learn to evaluate injuries common to sports, as well as preventative taping and wrapping of different anatomical joints.

PED 21433 Introduction to Nutrition
Covers fundamental principles of nutrition. Nutritional requirements of the human discussed for major segments of the life span. Interrelationship of various nutrients also discussed. CROSS LISTED WITH BIO 21433.

PED 22732 Methods of Coaching Football
Theory of coaching, officiating and administering intramural, recreational and interscholastic football programs. Field work required.

PED 22832 Methods of Coaching Volleyball
Theory of coaching, officiating and administering intramural, recreational and interscholastic volleyball programs. Field work required.

PED 23733 Teaching Fall Sports
Covers principles of teaching rules, strategies and skill performance in badminton, volleyball, soccer, and soccer-type games.

PED 23832 Methods of Coaching Track
Theory of coaching, officiating and administering intramural, recreational and interscholastic track programs. Field work required.

PED 23932 Methods of Coaching Soccer
Theory of coaching, officiating and administering intramural, recreational and interscholastic soccer programs. Field work required.

PED 24733 Teaching Spring Sports
Covers principles of teaching rules, strategies and skill performance in basketball, tennis, tumbling and gymnastics, and softball-type games.

PED 24832 Methods of Coaching Basketball
Theory of coaching, officiating and administering intramural, recreational and interscholastic basketball programs. Field work required.

PED 24932 Methods of Coaching Softball/Baseball
Course is designed to be beneficial for the teacher of physical education, for instructors in recreational settings, and for coaches involved with high school or college teams. Topics include theory and administration of recreational and interscholastic softball and baseball programs.

PED 30032 Elementary and Secondary Principles and Practices of Rhythms and Dance
Introduces principles and practices of teaching various kinds of rhythmic activities. Prerequisite: PED 30833 Elementary Physical Education Methods or consent of instructor.

PED 30233 Psychology and Sociology of Sports
Essential component in professional preparation for careers in physical education, recreation and related areas. Examines centrality of sports in modern society. Topics include psychological effects of sports, roles of youth sports, team cohesion, and psychology of injury rehabilitation. Prerequisite: PSY 12053 Principles of Psychology or SOC 10153 Social Thought.

PED 30303 Sports Nutrition
Course is designed to teach students the roles of the three energy yielding nutrients as they contribute to physical conditioning. Topics include the effect of eating habits on the energy necessary to maintain body functions at rest and during a variety of physical activities and include lab experiences.

PED 30333 Advanced Athletic Training
Detailed study of athletic injuries including physiology of injuries, theories of rehabilitation and the use of various modalities in treating athletes. Includes discussion of current issues in sports. Prerequisite: PED 20533 Care and Prevention of Athletic Injuries.

PED 30833 Elementary Physical Education Methods
Provides knowledge of physical development of the child and awareness of resources for the child’s activity and recreation.
Emphasis on materials and activities that provide optimal physical development for each individual. 
Prerequisite: PSY 12053 Principles of Psychology.

PED 30834 Practicum in Teaching Physical Education in the Elementary School
Provides observation and teaching experiences in physical education in elementary and preschool classes and/or youth sports or recreation programs. Requires work in school settings. Co-requisite: PED 30833 Elementary Physical Education Methods.

PED 30933 Health and Physical Education Methods for Elementary Classroom Teachers
Learn and use major concepts of health education, human movement and physical activity as central elements to foster active healthy lifestyles. Addresses integration of physical education and health concepts across curriculum instruction.

PED 31833 Recreation and Sports Programming
Emphasis on development of personal philosophy of recreation and importance of recreation in modern life. Develop skills needed to administer recreation programs in schools, churches and community.

PED 32533 Kinesiology
Study of the science of human motion and movement of the body and its parts. Emphasis on factors affecting the use of implements, such as force, friction, elasticity, projection, and angles, to analyze and improve performance. Prerequisites: BIO 10043 Principles of Biology, BIO 20343 Human Anatomy and Physiology or consent of instructor.

PED 33532 Adaptive Physical Education
Study of physical education adapted to those whose physical inadequacy or functional defect can be improved through physical activity. Develop and understand physical education program for gifted, retarded, handicapped, and disadvantaged students.

PED 34533 Exercise Physiology
Studies the physical responses of the human body to the stress induced by physical activity. Prepares students interested in the physical training of both athletic and non-athletic population groups. Prerequisites: BIO 10042 Principles of Biology Lab and BIO 10043 Principles of Biology, BIO 20342 Human Anatomy and Physiology Lab and BIO 20343 Human Anatomy and Physiology or consent of instructor.

PED 34610 Coaching Practicum
Observe and work under guidance in a school or recreation setting. Volunteer coaching opportunities. Prerequisite: One coaching methods course, consent of supervising coach.

PED 34620 Sport Administration Practicum
Observe and work under guidance with game day management, sports information, athletic directors, area professional teams, or NAIA national office. Prerequisite: Consent of supervisor.

PED 34630 Athletic Training Practicum
Observe and work under guidance of certified athletic trainers in basic principles and skills of athletic training. Prerequisites: PED 10732 First Aid, PED 20533 Care and Prevention of Athletic Injuries, consent of athletic trainer.

PED 34640 Health and Fitness Practicum
Observe and work under guidance in facility supervision, fitness testing, programming, care and maintenance of equipment, etc. Prerequisites: PAC 10131 Coed Weight Training, PAC 11131 Lifetime Fitness, PED 34533 Exercise Physiology.

PED 34650 Recreation Administration Practicum
Observe and work under guidance with The College intramural program, Kansas Kids’ Fitness Day, Student Activities Force, Ottawa Recreation Commission, and Ottawa Retirement Village. Prerequisites: PED 23733 Teaching Fall Sports, PED 31833 Recreation and Sports Programming.

PED 35000 Preparation for the National Athletic Trainers Certification
Provides individual assistance to student’s pursuit of certification as an athletic trainer. Provides strict planning that is required to study all domains covered in the National Athletic Trainers Association Board of Certification (NATABOC) examination. Assesses comprehension of material and assists in increasing comprehension. Provides time to ask questions and receive mock exams from two certified athletic trainers.

PED 35033 Principles of Strength Training and Conditioning
Introduces professional field of strength training and conditioning whether working directly or indirectly with athletes. Demonstrates how to achieve maximum physical performance without incurring injury. Prerequisites: BIO 20343 Human Anatomy and Physiology, PED 34533 Exercise Physiology.

PED 35500 Human Anatomy of Exercise Science
Provides complete review of human anatomy in preparation for an exercise science/sports medicine profession. Covers eleven systems of the human body with emphasis on skeletal, muscular, nervous, cardiovascular and respiratory systems. Learn how the human body works during exercise and recovers after.

PED 35501 Special Topics in Health, P.E., Recreation
Students explore a particular area of interest though selected readings, assignments, lectures or field experiences.
PED 40033 Essentials of Strength and Conditioning
Students learn about the strength and conditioning profession and prepare for certification exams in this field. Content includes learning how to train athletes for the primary goal of improving athletic performance, learning to conduct sport-specific testing sessions, learning to design and implement safe and effective strength training and conditioning programs, and learning to provide guidance about nutrition and injury prevention.

PED 40233 Essentials of Personal Training
This course addresses the personal training and corporate training profession and prepares students for certification examinations. Students learn to use an individualized approach to assess, motivate, educate, and train clients regarding their health and fitness needs. Students learn to design safe and effective exercise programs, to respond appropriately in emergency situations, and to provide clients guidance in achieving personal goals.

PED 40433 Principles of Coaching
Domains include injuries; risk management; growth, development and learning; training, conditioning and nutrition; social and psychological aspects of coaching; skills, practice and strategies; teaching and administration; professional preparation and development. Successful completion of this course includes certification by the American sport education program (ASEP). Prerequisites: At least a junior classification, PAC 10213 Coed Weight Training, PAC 11113 Lifetime Fitness, PED 10732 First Aid or current CPR certification, PED 13733 Principles of Officiating Fall Sports OR PED 14733 Principles of Officiating Spring Sports, PED 20533 Care and Prevention of Athletic Injuries, and completion of one coaching methods course, or consent of instructor.

PED 40533 Program Design Practicum
Students gain practical experience by working with professionals in the fields of personal training/strength and conditioning.

PED 41031 Internship: Health
Practical experience in major area of study. Arranged individually and taken after completion of major coursework.

PED 41033 Internship: Physical Education
Places student in a recreational setting dealing with program, management and leadership roles beyond formal course of study.

PED 41043 Internship: Exercise Science
Student experiences the field of exercise science in a program, management, and leadership role beyond the formal course of study.

PED 41733 Theory of Administration in Health, Physical Education and Recreation
Course includes study of administrative philosophies and processes including administrative behavior, leadership and organizational procedures. Includes theory and practice involving tests and measurements in physical education and sport, as well as program evaluation procedures. Off-campus work required.

PED 42033 Internship: Physical Education
Places student in a recreational setting dealing with program, management and leadership roles beyond formal course of study.

PED 46000 Senior Seminar
Various professional certifications, career opportunities and graduate school options covered. Current issues in health, physical education and recreation researched. Prerequisite: Senior standing.

PED 49033 Comprehensive in Physical Education
Identifies and discusses various professional certifications, career opportunities and graduate school options. Provides experience in fitness testing and programming. Includes research and preparation for senior comprehensives.

PHL 11023 Basic Issues in Philosophy
Introduces nature and purpose of philosophical reflection. Emphasis on questions concerning metaphysics, epistemology, religion, ethics, and social/political philosophy. Students encouraged to develop their own ideas in dialogue with selected readings and other class members.

PHL 21723 Introduction to Logic
Examines nature and structure of reasoning as it bears upon communication, inquiry and argument. Emphasis on normative and critical functions of reasoning, basic rules of clear thinking and speech, and evaluation of arguments.

PHL 32024 Critical Thinking
Introduces elements and techniques involved in critical thinking, where "critical thinking" means the ability to recognize and evaluate arguments as they appear in natural language. Does not address formal or symbolic logic.

PHL 33024 Ethics and Society
Overview of philosophical and religious ethical systems and their applications in personal and social contexts. Emphasis on understanding one's own ethical system.

PHL 38223 Existentialism in Philosophy and Arts
An investigation of historical prerequisites and the meaning of existentialism. Readings include Kierkegaard, Nietzsche, Kafka, Rilke, Sartre, Heidegger, Dostoevsky, etc. CROSS LISTED WITH ENG 38223, LAS 38223.

PHY 11043 Physical Science and Lab
Basic method and principles of physical sciences, examining selected concepts in physics, chemistry, geology, and astronomy with emphasis on relating fundamental laws to current environmental and social issues. Includes corresponding lab.
PHY 22043 College Physics I and Lab
Designed primarily for students with specific interest in sciences. Examine fundamental laws of physics with application to contemporary problems. Topics include mechanics, relativity, heat, wave motion, and sound. Prerequisite: MAT 11143 Pre-Calculus. Includes corresponding lab.

PHY 22143 College Physics II and Lab
Topics include electricity and magnetism, light, optics, atomic and nuclear structure, and wave/particle duality. Prerequisite: PHY 22043 College Physics I. Includes corresponding lab.

PHY 24743 University Physics I and Lab
Calculus-based version of PHY 22043 College Physics I. Recommended for pre-engineering students. Prerequisite: MAT 21044 Calculus I. Includes corresponding lab.

PHY 24843 University Physics II and Lab
Calculus-based version of PHY 22143 College Physics II. Prerequisite: MAT 21044 Calculus I. Includes corresponding lab.

PLS 30000 Examination of the Criminal Justice
Designed to reinforce officer’s knowledge and understanding of all facets of criminal justice system, subsystems and how they interrelate (police, defense and prosecuting attorneys, courts, institutional corrections, community-base corrections, and juvenile justice system). Emphasis on criminal justice system as a whole and necessity that its elements be integrated. Roles and interrelationships of local, county, state, and federal law enforcement agencies also examined.

PLS 30100 Individual Rights: Practices and Systems
Reviews major elements that comprise American law enforcement system including historical and contemporary development of the police role in society and common roots of different components of present structure. Major social, economic and political events that contributed to formation of American criminal justice system highlighted. Eternal balancing required to assure adherence to constitutional safeguards while maintaining social order, providing for public safety and delivering law enforcement services integrated throughout course. Full range of rights in American criminal justice system examined, not only in broad philosophical and social context but also in terms of specific application. Contrasts systems of policing in other countries with the American experience. Includes impact of case law on police policies and practices, discretion in administration of justice, due process, and contemporary influences in the justice system.

PLS 30200 Police Responsibilities and Ethics
Studies police responsibility within law enforcement agency and between criminal justice agencies and public and sources of police authority, both legal and moral examined. Emphasizes principles, values and theories, which underpin and shape effective and ethical policing to promote sound decision making skills and moral vulnerability of those who practice policing is illustrated. Examines conflicts of interest, police corruption and abuse of power, individual and organizational strategies promoting high levels of integrity, and professionalism throughout police service. Provides review of applicable case law relating to police officer misconduct and resultant liability, history of civil service process, impact of labor efforts, and contemporary components of police personnel systems. Officer-agency labor relations, collective bargaining, police associations and unions, and relevant labor law examined.

PLS 30300 Understanding Criminal Behavior
Studies dynamics of human behavior based on analysis of biological, cultural, sociological, and psychological factors. Examines social deviant behavior, theoretical overviews and implications for social control, and the nature of social policy. Provides strategies for recognition and apprehension of serial offenders. Requires students to examine the field of criminology including theory, research and findings of biological, psychological and sociological studies of criminality through research and case studies. Includes crime as a form of deviant behavior, nature and extent of crime, societal reactions to crime, past and present theories and evaluation of prevention, control and treatment programs. Emphasis placed on police profession's experience in application of criminology theories, current trends and emerging research.

PLS 40000 Race, Crime and Social Policy
Examines prejudice, discrimination and effects on police in changing society. Analyzes significance of race, class and ethnicity to crime perpetration and criminal justice processing, role of racism in treatment of minorities by various components of criminal justice system, evolving public policy resulting from increases in immigration, and impact on law enforcement. Examines hate crimes, laws enacted to combat, and multidisciplinary approaches to enforcement.

PLS 40100 Public Safety Supervision
Emphasis on skills, traits and knowledge determined by police agencies as essential supervisory skills.

PLS 40200 Policing in Today's Communities
Focuses particularly on police response to the community recognizing that delivery of police services is much more than law enforcement. Stresses the skills of communication, intervention, negotiation and mediation. Ties directly to the expectation that police maintain order and engage in conflict resolution. Includes dynamics of human relationships and understanding various cultural differences that affect policing. Provides overview of origins, meaning and development of community policing programs. Uses role-playing and case studies to enhance learning experience.

PLS 40300 Leadership in Law Enforcement
Analysis of effective leadership in law enforcement by examining critical skills, knowledge and traits required to succeed at all
levels within law enforcement. Emphasis placed on practices of exemplary law enforcement leaders including transforming organizational visions to applications.

PLS 49000 Selected Contemporary Topics in Policing
Capstone course that guides student to explore in detail current trends and issues in law enforcement in order to provide student with relevant and timely coursework. Covers contemporary enforcement and prevention approaches and their theoretical underpinnings currently operational on a national basis. Identifies controversial issues and explores suggestions for resolutions. Special topics considered may vary in light of evolving theoretical, legal or technological issues. Includes current day case studies from a variety of jurisdictions.

PSY 12053 Principles of Psychology
Introduces basic elements in understanding human behavior. Emphasis on basic concepts and terminology of psychology including the biological basis of behavior, sensation, perception, history of psychology, growth and development, motivation, learning, measurement and scientific methodology, emotion, personality, abnormal behavior, and psychotherapy.

PSY 20053 Psychology of Religion
Examines psychosocial and phenomenological antecedents of religious experience. Looks at the nature of religious experience and behavioral consequences of religion from a position of "critical sympathy" rather than deconstruction. Emphasizes modern social science perspective and method in psychological theory. Readings taken from works of Weber, Durkheim, Jung, Douglas, Eliade, and James, among others.

PSY 20153 Survey of Developmental Psychology
Study of child’s developmental process from the prenatal stage to adulthood: physical, psychological and social changes a child goes through in order to adjust to his/her environment. Emphasis on areas of abuse and neglect and how they foster mental illness. Look at methods of changing behavior of children with problems.

PSY 30153 Theories of Personality
Emphasizes modern psychoanalytic, behaviorist and humanistic theories of personality development. Prerequisite: PSY 12053 Principles of Psychology.

PSY 30254 Adolescent Psychology
Introduces concepts and theoretical positions underlying adolescent personality traits, stages of growth development, learning development, and cultural, family and peer relationships. Develops psychological perspectives in adolescent behaviors, motives and values.

PSY 30353 Psychology of Abnormal Behavior
Study of biological, psychological and sociocultural influences contributing to abnormal behavior patterns. Includes history, identification, diagnosis, and treatment of various psychopathological disorders.

PSY 30454 Child Development
Assists in developing understanding of stages of the development of the child and principle of research techniques to help develop socially, culturally, physically, emotionally, educationally, and mentally.

PSY 30554 Introduction to Addiction and Co-Dependency
Introduces foundations of substance abuse and addiction studies including patterns of use, abuse and dependence, behavioral and biological indications of withdrawal syndromes, special populations, and techniques for prevention.

PSY 30654 Marriage and Family
Study of the function of marriage and family in contemporary American society, including the "why" of intimate relationships, couple/parent/child adjustment, three generational relationships, and the process of break-up and remarriage. CROSS LISTED WITH HUS 30654.

PSY 30754 Adult Psychology
Study of contemporary issues of adulthood using psychological and sociological perspectives. Topics include identity crisis, male/female relationships, processes of creativity, and the implications of adult development for behavior at work and home.

PSY 30853 History and Systems of Psychology
Review of the historical antecedents of contemporary psychology. Prerequisite: PSY 12053 Principles of Psychology or equivalent.

PSY 30954 Death and Dying
Confronts the subject of death from new and alternative perspectives. Explores attitudes of death and the dying process, rituals, theories, and the social organization of death in many societies to gain knowledge in understanding feelings and attitudes toward death. CROSS LISTED WITH HUS 30953. Prerequisite: PSY 12053 Principles of Psychology or SOC 10453 Introduction to Sociology.

PSY 31154 Introduction to Human Sexuality
Focuses on psychological issues important for developing a healthy self-identity related to being sexual and to interaction with others. Topics include meaning of intimacy, making choices about sexual behavior and enhancement of sexual relationships.

PSY 31254 Introduction to Community Psychology
Provides information about sub-field of psychology that focuses on environmental context of human behavior. Explores community psychology’s concern with neighborhoods, communities and organizations as they influence quality of life for individuals who live and work within them.
PSY 31353 Environmental Psychology
This course explores the field of environmental psychology as well as the historical, cultural, social, political, economical, and ethical aspects of ecological studies. Topics include aggression, crime, crowding, stress reduction, a sense of place, perception, learning, and well being.

PSY 31354 Physiological Psychology
Examines physical basis of human behavior and experience, how the brain and nervous system work, information flow, and processing at higher levels of organization. Addresses issues of intelligence, consciousness, addictions, and deviant behavior from a neurophysiological standpoint.

PSY 31554 Psychology of Women
Provides critical overview of issues relevant to the psychology of women. Topics include gender differences, socialization processes, relationships, stereotypes, sexuality, androgyny, women and the world of work, women and therapy, violence, and empowerment. Diversity issues (ethnicity/race, SES, sexual orientation, etc.) integrated throughout the course material. Prerequisites: PSY 12053 Principles of Psychology, SOC 10453 Introduction to Sociology.

PSY 31854 Theories of Learning
Introduces essential features of major learning theories. Emphasis on learning process, historical perspective of learning theory and examining relationships that exist between learning theory and educational practices.

PSY 31954 Stress Management
Explores the physiological and psychological components of stress and stress reduction techniques such as meditation and psych-visualization.

PSY 32053 Child and Adolescent Development
Covers child’s physical, psychological and social development from the prenatal stage through adolescence. Topics include abuse, neglect and dysfunction.

PSY 32153 Social Psychology
Examines social influences on human behavior including attitude formation and change, influence and persuasion, social attraction, theories of aggression, conformity, cultural impact, leadership styles, power and status, social roles, and environmental influences. Prerequisites: PSY 12053 Principles of Psychology.

PSY 32253 Research Design and Analysis
Reviews basic research methods focusing on conceptual basis for experimentation. Includes basic design components such as control, sampling, data collection, and analysis. Cross listed with HUS 32253. Prerequisites: PSY 12053 Principles of Psychology or SOC 10453 Introduction to Sociology and MAT 32044 Statistics.

PSY 32353 Developmental Psychology
Examines theory and research on issues of human growth and development.

PSY 32454 Group Dynamics
Offers understanding of groups and group process. Emphasis on topics such as group discussion, group decision-making, participation in groups, power and authority, varieties of communication, preparing for meetings, and evaluating effectiveness of meetings.

PSY 32554 Introduction to Research Methods
Helps students acquire knowledge and develop analytic skills to evaluate and do research. Covers purpose and process of science and research, different kinds of research, fundamental techniques of data analysis, measures instruments and tasks, problems in research design, and use of reference materials.

PSY 32853 Personal Journeys Through Mask Making
An experiential course using the art of mask making to aid in the development of personal growth.

PSY 32854 Introduction to Art Therapy
Examines theory and practice of art “in therapy” and art “as therapy”.

PSY 32951 The Suicide Syndrome
Explores three different suicide types, their underlying pathologies and intervention strategies.

PSY 33051 Family Systems Seminar
Introduces systems theory to individuals who work with families and systems in a variety of contexts including schools, social agencies, hospitals, churches, and businesses. Explores rules and patterns of families that enable people working with systems to more effectively perceive the nature of problems and intervene with meaningful solutions.

PSY 33154 Christian Counseling
Explores traditional Christian counseling approaches to mental health disorders.

PSY 33251 Spirituality and Psychotherapy
Explores connections between the field of psychology and dimensions of spirituality and psychological healing.

PSY 33351 Introduction to Gestalt Psychotherapy
Introduces theoretical concepts of Gestalt psychotherapy through readings and questioning exercises.

PSY 33453 Tests and Measurements
Surveys types of tests and other measurement tools. Includes construction, application and interpretation with various populations.
PSY 33651 Healing Shame
Examines the internalization process of shame, its effects and how to begin the journey of uncovering and healing it primarily through development of affect theory.

PSY 34154 Adult Learning and Development
Emphasizes developmental changes in adulthood and aging. Topics include biological, social, and psychological influences related to adult roles, lifestyles and problems in aging.

PSY 35551 The Psychology of Violence
Provides the student an understanding of the reasons for aggression and destruction from domestic abuse to worldwide terrorism. Explores personal, domestic, workplace and community violence and treatment strategies. The student will become familiar with the major theories of violent behavior and explore treatment strategies aimed at diminishing violent behavior.

PSY 35556 Abusive Personality
An introduction to an abusive personality configuration. Current research integrated with literature on the psychiatric and sociobiological factors that lead to the development of the abusive personality.

PSY 40154 Dysfunctional Families
Introduces family systems theory with emphasis on traits of dysfunctional relationships.

PSY 40354 Introduction to Feminist Psychology
Provides overview of feminist psychology with attention to theoretical position and methodological concerns. Analyzes the historical development and trends in feminist psychology and impacts on the general field.

PSY 40454 The Aging Process
Describes aging process including sociological, psychological and biological aspects of aging. Examines basic principles of aging and implications of current demographic trends. CROSS LISTED WITH SOC 40454.

PSY 40455 Intimate Relationships
Major topics include marriage, divorce, cohabitation, and being single. Discuss research methods for collecting and analyzing data, issues of interpersonal attraction, love and romance, and sexuality, and elements of relationships including selfishness, communication, power, jealousy, conflict, loneliness, and friendship. Therapeutic interventions presented.

PSY 40552 Counseling Theories and Dynamics
Introduces major systems and theories of counseling and psychotherapy including dynamics that contribute to an effective therapeutic approach. Use of didactic and experiential teaching methods. CROSS LISTED WITH HUS 40552.

PSY 40554 Advanced Family Systems Seminar I
Provides understanding and perspectives of natural family systems theory through field research as an approved issue of particular interest.

PSY 40555 Advanced Family Systems Seminar II
Demonstration of learning outcomes from previous field research in a final written project or oral or written exam. Prerequisites: PSY 40554 Advanced Family Systems Seminar I.

PSY 40854 History and Systems of Psychology
Reviews historical antecedents of contemporary psychology, critical analysis of selected psychological theories and discussion of application of these theories in contemporary psychology. Prerequisites: PSY 12053 Principles of Psychology.

PSY 41053 Internship: Psychology
Practical experience in major area of study. Arranged individually and taken after completion of major coursework.

PSY 41154 Theories Of Psychology
Explores different theoretical perspectives in psychology. Integrates historical-theoretical perspectives with selected current issues and approaches in psychology including self-help psychology.

PSY 41358 Research Design and Statistical Analysis
Introductory course on research methodology focusing on planning, implementation, analysis and reporting of research findings. Course includes conceptual topics dealing with quantitative and qualitative research design, statistical methods and data interpretation.

PSY 42053 Internship: Psychology
Practical experience in major area of study. Arranged individually and taken after completion of major coursework.

PSY 42554 Behavioral Counseling
Investigates a variety of models of behavioral counseling and interventions with emphasis on usage and techniques. Includes applications for parenting, educational counseling and rehabilitation.

PSY 42654 Health Psychology
Comprehensive study of contributions of psychology to health promotion and maintenance, illness prevention and treatment and related health issues.

PSY 45558 Phenomenological Psychology
Dynamics of humanistic and phenomenological psychology approaches. Emphasis placed on subjective experience and personal choice.
PSY 45564 Positive Psychology
Identifies specific elements of positive mental health and how they can be increased, including self-esteem, self-confidence, optimism, hope, self-efficacy, resilience, and sense of life's meanings. Explores the work of Martin Seligman and other psychologists.

PSY 45651 Psychology in Film
The use of film to provide awareness of psychological issues and how these issues are portrayed within a cinematic context. Films chosen are relevant to a wide range of issues in psychology including psychological disorders, substance abuse, and family relationship and dysfunction.

PSY 45652 Compassion and Caring
Assists students in the exploration of compassion and caring from a social psychological perspective. Discover prosocial and altruistic behavior and identify situations and personality factors that influence development of compassion and caring.

PSY 45653 Rational-Emotive Behavior Therapy
Discusses treatment of commonly occurring emotional difficulties such as depression, anxiety, anger, and addictions through rational-emotive techniques. Addresses applications for group therapy.

PSY 45654 Psychopathology: Assessment and Treatment Issues
Learn what psychopathology is, how to diagnosis and forms of interventions. Scope includes diagnosis, assessment, differential diagnosis, medication management, psychotherapy, treatment planning, collaboration with professionals, dual diagnosis, chemical dependency, hospitalization, day hospital, outpatient treatment, insurance, chronically mentally ill, and self-help groups. Students must be currently employed in a helping profession where experiential learning may be gained.

PSY 49053 Senior Comprehensive
Examination or project designed to assess student's achievement of goals of his/her major program. Prerequisites: Senior standing.

PSY 49201 Seminar in Psychology
Capstone course that guides student in development of integrative written project that demonstrates personal achievement of learning outcomes in the psychology major. Culminates in a major theoretical paper, written in APA format, investigating and discussing a major issue or issues within the field and presented in seminar form in class.

PSY 49203 Seminar in Psychology and Deaf Studies
Students demonstrate the degree to which the outcomes for this major have been met in a research paper. The paper focuses on a topic in the major and the integration of material from courses in the major.

REL 11123 Introduction to the Old Testament

REL 11223 Introduction to the New Testament

REL 20224 The Gospels
Examines historical background to the Gospels, uniqueness of the genre and content of the four Gospels with sensitivity to particular theological emphasis of each of the evangelists.

REL 20423 The Christian Spiritual Tradition
Examines historical and contemporary manifestations of the Christian spiritual tradition, using academic study and spiritual experience to learn about Christian spirituality and ways the Church has and does experience the Spirit of God.

REL 20623 Early Judaism
Examines period of Jewish history from 587 B.C.E. to 70 C.E., focusing on biblical and non-biblical Jewish history and the application of period lessons to the Gospels and early Church.

REL 20723 Youth Ministry
Overview of the theological, philosophical, administrative, and practical ministry issues necessary to become an effective youth minister.

REL 21024 Christian Thought I
Introduces basic theological categories traditionally included within Christian systematic theologies. Examines revelation, God, Christology (doctrine of Christ), and Ecclesiology (doctrine of the Church). Categories approached from historical and contemporary perspectives.

REL 23723 Dimensions Of Faith
Introduces some of the more significant themes of Christian thought today. Themes include both traditional concepts and more contemporary developments in religious thought. Emphasis on one's personal interaction with these themes.

REL 30122 Philosophy of Religion
Introduces basic concepts of philosophy of religion. Addresses meaning of religion in context of ritual, worship, morality, and the sacred.

REL 30123 Biblical Book
In-depth study of a particular Biblical book. Varies from year to year.
REL 30225 Jewish-Christian Relations
Examines 2000 year-old relationship between Jews and Christians, including Jewish and Christian history after 30 C.E., issues surrounding the Christian Jesus, Anti-Semitism, the Holocaust, the nation of Israel today, the place of Israel in God's plan of salvation, and present day Jewish-Christian relations.

REL 30323 The Pentateuch
Survey of theologically central documents of the Hebrew bible. Designed to acquaint students with characters, concepts and events that lay foundations for Jewish, Christian and, in some cases, Muslim religious traditions.

REL 30424 Myths, Symbols and Rituals
Explores function of myth, ritual and symbol in anthropological and psychological thought through interdisciplinary framework.

REL 30623 Christian Worldview and Challenge
Examines concept of worldview and its importance. Surveys a number of viable contemporary worldview options (e.g., Marxist, Darwinian Evolutionistic, New Age, Postmodern) and analyzes them in light of their philosophical coherence and relationship to orthodox Christianity.

REL 31023 Christian Thought II
Promotes further reflection upon central Christian doctrines: Pneumatology (doctrine of the Holy Spirit), Anthropology (doctrine of Humanity), Soteriology (doctrine of salvation), and Eschatology (the doctrine of the last things).

REL 31223 Introduction to Biblical Hebrew
Introduces the Hebrew language, exploration of biblical texts in their original languages, and the pursuit of exegetical and interpretive work in those languages.

REL 32923 Contemporary Issues in Biblical Studies
Examines key issues relating to Biblical literature including historical uniqueness, reliability, historical Jesus, interpretation, and authority of the Bible.

REL 33000 Myth, Symbol and Ritual in Kenya
Interdisciplinary seminar which examines myths, symbols, and ritual in Kenya as intersections of popular culture, spiritual life, political history, and sacred spaces. The course culminates in travel to Kenya, including field experience, original research, and reflective writing. CROSS LISTED WITH LAS 33000 AND ENG 33000.

REL 33023 Liberation Theology
Liberation theology was born in the 1960s when Latin American theologians determined that the Gospel needed reexamination in light of Jesus' concern for and solidarity with the poor and marginalized. Drawing on similar concerns, feminist, womanist, black, third world, and ecotheologies have contributed much to the current theological landscape. This course examines the beginnings, the development, and the current state of liberation theology in its various forms and explore a reading of the Biblical text that pays special attention to the oppressed and excluded. Prerequisite: REL 21024 Christian Thought I or REL 20223 Introduction to the Gospels.

REL 33024 Religion in American Society
Enables participants to increase their knowledge of Judaism, Catholicism and Protestantism. Develop awareness of own ultimate concerns. Analyze and identify ways religion relates to modern societal issues. Provides biblical and historical investigation of origins and common roots of faiths, as well as distinct differences among them.

REL 33823 World Religions
Studies different ways human beings, throughout time and around the globe, have expressed what they regarded as basic problems and meanings of existence and how to deal with them. Provides tools to use in unlocking experiences central to several "primitive", Oriental and Hebraic religious traditions. Lecture, slides, music, sacred texts, scholarly literature, and class discussion assists in relating personal experiences to themes of world's religions. Prerequisites: REL 10223 Introduction to the Gospels and REL 11023 Christian Thought I, or consent of instructor.

REL 34723 The Life and Meaning of Jesus
Examines Gospel literature as it relates to Jesus. Considers various historical approaches to the life and ministry of Jesus. Explores the significance of Jesus.

REL 35924 Exploring Religion
Through videos, classroom discussions, lectures, demonstrations, projects, text readings, and visits to spiritual centers, explore questions such as: What is a spiritual quest? What does "holy" mean? How do individuals and groups encounter the holy? How does one use religious language, stories and scripture? What is the purpose of rites and how do they work? What problems arise with various ideas about God, good and evil, sex, healing, and human destiny? What is the future of religion?

REL 35925 Spiritual Transformation in Film
Course explores the process of spiritual transformation and how its processes and elements are reflected in film.

REL 36523 Christianity in Pluralistic Society
Examine basic assumptions and beliefs of pluralism and Christianity. Investigate how worldviews interact, challenge, and confront one another. Study church history, modernity, post modernity, and Christianity and its liberal, evangelical and conservative components.
REL 36623 Feminists and Womenists Theologies
Introduce the formulation of theology from the perspective of women's experience. Feminist and womanist theology's contributions to the doctrine of God, atonement theories, scriptural interpretation, and spirituality are explored. Insights offered by women theologians from around the world and across religious traditions. Emphasizes equality, ecology, justice, and reading "lives as texts."

REL 40224 Christian Ethics
Survey of various approaches to Christian ethics from the standpoint of various Christian traditions. Application is made to contemporary issues such as abortion, euthanasia, and environmental and sexual ethics. Prerequisites: REL 10223, REL 11023, and PHL 11023, or consent of instructor. 3 semester credit hours.

REL 41023 Internship: Religion
Practical experience in major area of study. Arranged individually and taken after completion of major coursework.

REL 41223 Introduction to the New Testament Greek
Introduction to elements of grammar and vocabulary of Koine Greek. Includes reading and interpreting the New Testament Greek. Prerequisites: REL 10223 Introduction to the Gospels, REL 11023 Christian Thought I and either ENG 23723 Intermediate Writing or ENG 31053 Advanced Expository Writing.

REL 41224 Sacred Literature of Major Religions
Covers basic teachings of sacred literature of Zoroastranism, Islam, Christianity, Hinduism, Buddhism, and Daoism.

REL 41225 Early Christians

REL 41523 Issues in Science and Religion
Explores scientific methodology, religious methodology and relationship between these domains of inquiry. Brief survey of historical relationship between science and religion (e.g., Christianity and the rise of western scientific method, the Galileo affair, etc.) and contemporary controversial issues such as Big Bang and evolution. Prerequisite: Consent of instructor.

REL 42023 Internship: Religion
Practical experience in major area of study. Arranged individually and taken after completion of major coursework.

REL 43003 Non-Western Christianity
Course examines the reasons and impact of a major demographic shift in world Christianity. Assesses the great increases in the Christian population as found in Africa, Latin America, and Asia and how this impacts America and the world in the post-Christian west era. Topics include a projection of the look of the Christian mainstream at the end of the 21st century.

REL 44823 The Life and Thought of Paul
Examines the life of Paul in relation to his career and his epistles. Prerequisite: REL 10223 Introduction to the Gospels or consent of instructor.

REL 45523 Topics in Religious Thought
Encourages students to become better acquainted with the theology of their own tradition (if they understand themselves as being in a particular tradition) and better acquainted with the theology of the wider Christian community. Can be offered as an overview course or specialized course concentrating on particular issues or theologians.

REL 45525 Search For The Historical Jesus
Specialized study of recent scholarship regarding the life and times of Jesus. Seminar draws on current videos, work of "The Jesus Seminar", and contributions of various scholars.

REL 49023 Comprehensive in Religion
Capstone course focuses on the development of integrative projects that demonstrate achievement of learning outcomes.

SAC 41300 Introduction to Substance Abuse, Addiction, and Related Disorders
Introduction to patterns, causes, assessment and treatment of substance abuse and other addictive disorders. Student begins preparation of required portfolio. Crosslisted with PYC 8142. Prerequisites: PSY 12053 Principles of Psychology and acceptance to SAC major.

SAC 41305 Psychophysiology and Pharmacology of Substance Abuse and Other Addictions
Covers biopsychosocial components of addiction, such as risk factors; physiology of cravings, withdrawal, detox; physical effects of substance abuse and other patterns of addiction; dual diagnoses; psychopharmacology and treatment options. Crosslisted with PYC 8152. Prerequisites: Acceptance into Substance Abuse Counseling major, and SAC 41300 Introduction to Substance Abuse, Addiction and Related Disorders.

SAC 41310 Prevention, Assessment, and Treatment of Substance Abuse and Related Addictions
Covers biopsychosocial components of addiction, such as risk factors; physiology of cravings, withdrawal, detox; physical effects of substance abuse and other patterns of addiction; dual diagnoses; psychopharmacology and treatment options. Crosslisted with PYC 8152. Prerequisites: Acceptance into Substance Abuse Counseling major, and SAC 41300 Introduction to Substance Abuse, Addiction and Related Disorders.
SAC 41315 Multicultural Competencies for Substance Abuse
Promotes an understanding and appreciation of social, cultural and ethnic differences among individuals, groups, and families, and the impact of such differences on the theory and practice of substance abuse prevention and treatment. Prerequisites: Minimum of 8 semester credit hours in PSY, HUS, and/or SAC courses, including SAC 41300 Introduction to Substance Abuse or PSY 30554 Introduction to Addiction and Co-Dependency.

SAC 41320 Group Dynamics and Substance Abuse
Provides training in theory and dynamics of group leadership as applied to substance abuse prevention and treatment. Prerequisites: Acceptance into Substance Abuse Counseling major; and SAC 41300 Introduction to Substance Abuse, Addiction and Related Disorders.

SAC 41325 Family Systems and Substance Abuse
Presents family systems perspectives on substance abuse and treatment. Prerequisites: Acceptance into Substance Abuse Counseling major; and SAC 41300 Introduction to Substance Abuse, Addiction and Related Disorders.

SAC 41330 Legal and Ethical Issues for Substance Abuse
Study of ethical and legal standards and issues related to substance abuse counseling. Prerequisites: Minimum of 8 hours in PSY, HUS, and/or SAC courses, including SAC 41300 Introduction to Substance Abuse or PSY 30554 Introduction to Addiction and Co-Dependency.

SAC 41400 Community Care I: Clinical Foundations
Training in models of care in community mental health/substance abuse treatment, including practice models for strength-based and collaborative approaches used in Arizona public behavioral health agencies. In addition to academic credit, students receive state certificate of training that is accepted toward credentialing in the Arizona public behavioral health system. Students majoring in psychology, human services or substance abuse counseling may find this training helpful in preparation for employment in Behavioral Health Technician positions upon completion of their bachelor's degree. This course includes overview of mental health and substance-related DSM-IV-TR disorders. Prerequisites: PSY, HUS or SAC major who has completed a minimum of 12 semester credit hours in PSY, HUS and/or SAC courses.

SAC 41405 Community Care II: General Assessment/Clinical Liaison
Training in models of care in community mental health/substance abuse treatment, including practice models for strength-based and collaborative approaches used in Arizona public behavioral health agencies. In addition to academic credit, students receive state certificate of training that are accepted toward credentialing in the Arizona public behavioral health system. Students majoring in psychology, human services or substance abuse counseling may find this training helpful in preparation for employment in Behavioral Health Technician positions upon completion of their bachelor's degree. This course includes overview of mental health and substance-related DSM-IV-TR disorders. Prerequisites: PSY, HUS or SAC major who has completed a minimum of 12 semester credit hours in PSY, HUS and/or SAC courses, and SAC 41400 Community Care I: Clinical Foundations, and SAC 41405 Community Care II: General Assessment/Clinical Liaison.

SAC 41410 Community Care III: ADBHS Clinical Training I
Training in models of care in community mental health/substance abuse treatment, including practice models for strength-based and collaborative approaches used in Arizona public behavioral health agencies. In addition to academic credit, students receive state certificate of training that are accepted toward credentialing in the Arizona public behavioral health system. Students majoring in psychology, human services or substance abuse counseling may find this training helpful in preparation for employment in Behavioral Health Technician positions upon completion of their bachelor's degree. This course includes training in fraud and abuse, cultural competence and court-ordered treatment. Prerequisites: PSY, HUS or SAC major who has completed a minimum of 12 semester credit hours in PSY, HUS and/or SAC courses, and SAC 41400 Community Care I: Clinical Foundations and SAC 41405 Community Care II: Assessment/Clinical Liaison.

SAC 41415 Community Care IV: ADBHS Clinical Training II
Training in models of care in community mental health/substance abuse treatment, including practice models for strength-based and collaborative approaches used in Arizona public behavioral health agencies. In addition to academic credit, students receive state certificate of training that are accepted toward credentialing in the Arizona public behavioral health system. Students majoring in psychology, human services or substance abuse counseling may find this training helpful in preparation for employment in Behavioral Health Technician positions upon completion of their bachelor's degree. This course discusses psychopharmacology, motivational interviewing, and strength-bases approaches to care. Prerequisites: PSY, HUS or SAC major who has completed a minimum of 12 semester credit hours in PSY, HUS and/or SAC courses, and SAC 41400 Community Care I: Clinical Foundations, and SAC 41405 Community Care II: General Assessment/Clinical Liaison.

SAC 49000 Field Placement in Substance Abuse Counseling
Capstone course. Individual placement in a community substance abuse prevention/intervention setting. Student completes and submits final portfolio for evaluation.
SOC 10153 Social Thought
Focus through sociological perspective on concepts fundamental to existence of society. Covers historical development and contemporary manifestation of ideas including freedom, inequality, ethnocentrism, belief, and individual responsibility as they relate to culture in the United States.

SOC 10453 Introduction to Sociology
Introduces theory and method in social sciences as they relate to key concepts in the field of sociology including socialization, culture, status, stratification, conflict, and change.

SOC 11753 Social Problems and American Values
Analysis of human maladjustments as they relate to culture of the United States, concentrating on the social factors operative in both personal and social problems. Additional analysis of programs to alleviate or eliminate social problems included.

SOC 26052 Topics in Social Sciences
Designed around special theories, practices or interests of an individual or group of students.

SOC 26053 Cultural Anthropology
Introductory course that surveys history, theory and method in the field through examination of basic concepts in anthropology including culture, adaptation, cooperation, social order, and change.

SOC 30153 Indigenous People/Contemporary World
Illustrates the evolution of cultural practices of indigenous people as processes of adaptation with the contemporary world as they relate to the Oklahoma Ottawa.

SOC 30354 Contemporary Social Problems
Analysis of contemporary social problems including race relations, poverty and unemployment. Examines such issues from a cross-cultural perspective.

SOC 30653 Ethnic Relations and Multiculturalism
Focuses on intergroup and intragroup experiences of various ethnic populations within the United States. Includes impact of integration, discrimination, prejudice, and social dynamics of conflict and assimilation to various groups.
CROSS LISTED WITH EDU 30634. Prerequisite: SOC 10153 Social Thought or SOC 10453 Introduction to Sociology.

SOC 30753 Human Sexuality
Inter-disciplinary approach drawn upon the scientific expertise of anthropologists, biologists, medical researchers, sociologists, social workers, and psychologists and the contributions of these fields to the study of human sexuality. Interest in this topic is based on the fact that sexual behavior reflects our biological capabilities, our psychological characteristics and social and cultural influences. Covers core topics in the field of human sexuality including anatomy, physiology, arousal and response, gender roles, attraction, love, intimate relationships, sexual communication, sexual techniques, sexual orientation, conception, birth control, prenatal development, childbirth, sexual behavior across the life-span, sexual dysfunction and therapy, sexually transmitted diseases, atypical variations in sexual behavior, sexual coercion, and commercial sex. Focuses on critical thinking as a tool for learning and taking action through diverse literature in the field of study. In addition, addresses gender roles, sexual attitudes, sexual behaviors, sexual health, and sexually responsible decision-making.

SOC 31553 Directions of Social and Cultural Change
Analysis of processes of social change at various levels of society. Covers application of sociological theory regarding cause, manifestation and consequence of change agents.

SOC 32054 Individual and Community in American Society
Reading course built around “Habits Of The Heart” by Robert Bellah, et al., which examines middle class America’s beliefs and commitments in such areas as finding oneself, love, marriage, work, politics, religion, and health of our society. Explores all breadth areas.

SOC 32253 Research Design and Analysis
Review of basic research methods focusing on the conceptual basis of experimentation. Includes basis design components such as control, sampling, data collection, and analysis. Prerequisite: PSY 12053 Principles of Psychology, MAT 32044 Statistics.

SOC 34154 Feminist Theory
Examines various schools of feminist theory and impact on psychology, sociology and anthropology. Particular emphasis on neo-Marxist and psychoanalytical feminist theories of gender development and role designation.

SOC 34854 Sociology of Marriage
Focuses on challenges and concerns of contemporary marriage. Topics include myths and realities of relationship development, love and romance, sexuality, communication, power, jealousy, and conflict dynamics. Resources include clinical, social science, media, and participant insights.

SOC 40154 Gender Roles
Provides framework for investigating cultural and social processes of gender definition and identification in order that both genders achieve a sense of equality and attainment. Addresses socially constructed areas, stereotypical gender roles, communication, and deviant behavior.

SOC 40254 Race, Class And Gender
Examines context of modern sociological and anthropological theory and manner in which race, class and gender interface and interact.
SOC 40453 Values and Issues in Social Behavior
Examines our values in relation to social issues faced by our society, including what constitutes a social problem, causes of social problems, sociological understanding of social problems, manner of thinking used to understand social problems, meaning of particular social problems for quality of life, and ways to resolve or lessen the severity of social problems.

SOC 40454 The Aging Process
Describes aging process including sociological, psychological and biological aspects of aging. Examines basic principles of aging and implications of current demographic trends. CROSS LISTED WITH PSY 40454.

SOC 40753 Sociology of Deviance
Explores various theoretical definitions and explanations of frequency and extent of deviance and crime in society. Includes treatment of criminology with consideration of social characteristics of offenders, victims, crime rates, and various punishment strategies. Prerequisite: SOC 30653 Ethnic Relations and Multiculturalism.

SOC 40854 Field Research
Application of Social Science methods to a research question identified by the student in consultation with professor. Prerequisites: SOC 32253 Research Design And Analysis, SOC 30653 Ethnic Relations And Multiculturalism.

SOC 42053 Internship: Sociology
Practical experience in major area of study. Arranged individually and taken after completion of major coursework.

SOC 49053 Senior Comprehensive in Sociology
Examination or project designed to assess student’s achievement of goals of his/her major program. Prerequisite: Senior standing.

SOC 49500 Foundations of Social Science
Focuses on study of society from integrated, social science perspective. Examine cultural and social issues as presented in history and the present. Strengthen knowledge of social science as it interweaves political, economic and social issues.

SPA 20123 Intermediate Spanish I
Advanced language structure, expanded vocabulary, intensive reading, continuing emphasis on oral comprehension and speaking, directed and free composition practice, and advanced study of Hispanic cultures. Extensive practice with audio tapes outside of class.

SPA 20223 Intermediate Spanish II
Continuation of Intermediate Spanish I with supplementary work in discipline specific vocabulary and style. Optional introduction to Hispanic literature.

SPA 30100 Special Topics in Spanish
Students explore special topics of interest. Course may include readings from newspapers, magazines or other selected materials with an emphasis on vocabulary, structure and composition. Prerequisite: SPA 20223 Intermediate Spanish II.

SPA 33000 Seminar Spanish Literature and Culture
This course covers selected texts and authors belonging to the main cultural periods of Spanish and Latin American history. Students are exposed to different genres including poetry, drama, narrative, and the essay. They are be introduced to basic concepts of literary criticism and textual interpretation.

SPA 49000 Integrative Seminar in Spanish Studies
Capstone course that guides student in the development of an integrative project that demonstrates achievement of learning outcomes in the Spanish Studies major. Course is organized around language, selected cultural themes, and literary genres.

THE 11421 Applied Theatre
Designed for students participating in, acting or backstage work, theatre productions of the University. Coursework arrangements made individually with theatre director.

THE 12221 Applied Performing Arts I
Provides skill assessment, practice and work toward a public performance. Students work with a professional to create a program, design costumes and sets, promote, and film their performance.

THE 14123 Stagecraft
Examines theory and practice of technical phases of play production including stagecraft, lighting, costuming, makeup, design, and theatre management. Understand coordination and management of all phases of production. Includes practical work on productions.

THE 14623 Introduction to Theatre
Provides basic knowledge of theatre, its origins and development. Focuses on creative work and joy that are involved in theatre from playwright, director and actor, to designer, technician and critic. Introduces some of the world’s great dramas with emphasis on modern plays.
THE 20011 Theatrical Singing
Students are exposed to various music styles. Topics include ways to project, flavor, and sell songs for performances.

THE 20023 Acting I
Covers basic techniques for comprehension of theory and practice of acting. Explores both “inner” and “outer” techniques to create a role. Follows working steps from analysis of script to the creation in performance of a fully realized characterization. Designed as an introduction for beginning students and basis for advanced study.

THE 22223 Applied Performing Arts II
Provides skill assessment, practice and work toward a public performance. Students work with a professional to create a program, design costumes and sets, promote, and film their performance. Includes substantial independent group work to prepare and complete two public performances.

THE 25523 Stage Makeup
Learn fundamental techniques used in creating successful makeup application for stage, including two- and three-dimensional processes.

THE 31421 Advanced Applied Theatre
Designed for students participating in acting or backstage work, theater productions of the University. Coursework arrangements made individually with theatre director.

THE 31523 History of Theatre I
Study of origins and development of theatre from the Greeks to 17th century. Examines and analyzes major playwrights and plays with emphasis on European and Eastern works. Includes overview of the history of theatre criticism.

THE 31623 History Of Theatre II
Focuses on development of theatre from the late 17th century and Realism through 20th century to contemporary movements. Examines and analyzes major playwrights and plays of Europe and America.

THE 33023 Costume Design for the Theatre I
Topics include research of historically accurate clothing, elements of design, rendering of costume designs, following the concepts and style of a production to design appropriate costumes, developing creativity and imagination to enhance the artistic element, next step in progression of costumes for stage, and design of many costumes and productions. Final is a design product.

THE 34723 Understanding Theatre through Video
Using Aristotle's Principles, students will learn how to arrive at the ultimate thought of a play. Viewing videos of plays performed in front of live audiences, students will learn to critique and appreciate performances of great actors and plays, ranging from Aeschulus to Pinter. Other topics include determination of styles, themes, differences, and commonalities of thought within the bodies of work and the application of personal, societal, historical, and political ramifications of the playwrights and their plays. Students will focus on written analysis, including research of the historical context of each play viewed in the course. Prerequisite: THE 14723 or consent of the instructor.

THE 35023 Reader’s Theatre
Students learn to interpret original scripts for playwrights wanting to workshop their projects. Course culminates with a workshop reading for the public.

THE 36000 Topic in Theatre
Designed around special theories, practices or interests of an individual or group of students.

THE 36023 Advanced Voice Practicum
Course is designed to work with a student's voice and mannerisms in order to better convey a powerful presence and to develop their range, tone, and appropriate volume. Students use a variety of readings to expand these areas.

THE 40023 Acting II
Advanced acting course continuing development of skills acquired from Acting I. Emphasis on acting styles required for successful performance of historical period plays and genres and the techniques to interpret, analyze and portray roles from historic literature. Prerequisite: THE 20023 Acting I or consent of instructor.

THE 40624 Directing

THE 41023 Internship: Theatre
Experience in theatrical production or internship. Requires definition of area of study and major project. May be taken for semester credit in senior comprehensive.

THE 45523 Playscript Analysis
Covers tools necessary to unpack and prepare a script for production. Focus on encouraging an engagement with the text through multiple analytical frameworks, including both formalist and non-formalist approaches.
THE 49023 Senior Comprehensive in Theatre
Presents senior theatre performance majors with an opportunity to demonstrate their maturity of performance skills and techniques. Prerequisites: Senior status and a declared and approved major in theatre.

UNV 22312 Understanding and Appreciating Types
Introduces Myers-Briggs Type Indicator through a one-day workshop and directed study. Assists in understanding how different learning patterns and attitudes toward life can lead to different communication styles, work preferences and other interests and behaviors. Students learn their type and how to be more effective in dealing with people of differing types.

UNV 22412 Type in Organizations
Concentrates on organizational applications of Myers-Briggs Type Indicator for those already familiar with psychological type. Covers identifying personal leadership style, learning conflict reduction through the understanding of type and assessment of work-group strength and liabilities.

UNV 32313 Globalization
Present students with aspects of broad topic of globalization. Consideration of historical periods which experience surges in process of globalization. Recent globalization, immigration, trade and claims of proponents of economic globalization is examined along with criticisms of this process.

UNV 32314 Experiential Learning in Adult Education
Reviews history and patterns of experiential learning in adult education and enables clarification of the role that experiential learning plays in students’ education. Provides criteria for preparing and evaluating claims for experiential learning and for designing future learning projects.

WMS 30000 Women’s Studies: Global Perspective
This course discusses women as active participants in global societies and the differentiation in the roles assigned to women and men. Topics include employment, sexual exploitation, social roles, and economic status across geographical boundaries.

WMS 30010 Psychology and Social Aspects of Gender
This course looks at the topic of gender from a psychological as well as social perspective. Based in psychology, both physiological and biological aspects of gender differences are explored. Socialization and gender identity are analyzed to determine the role of environment in gender differentiation. Similarities and differences in males and females, based on current research, are investigated.

WMS 30020 History of Women’s Movements
This course surveys the first wave of feminism in the United States as well as the second wave, which included the women’s liberation movement in the mid-twentieth century. The course addresses the fight for social and economic rights of women in other countries during the same period and the consequences on the status of women in the early 21st century.

WMS 30354 Women in Politics
Historical and contemporary view of how women have been affected by politics in a number of different nations including China, Eastern European countries and the United States. Develops a sense of relevance of politics to daily lives of women through reading biographies, autobiographies and journalistic works. CROSS LISTED WITH HPS 30354.

WMS 30655 Women/The Civil Rights Movement
Course explores role of women in the Civil Rights Movement in the United States. Students assess the impact of female activism in the 18th and 19th centuries as the foundation for accomplishments in the last century. Course focuses primarily on African American women. Also addresses contributions of women of other ethnic or religious groups. CROSS LISTED WITH HPS 30655.

WMS 40354 Feminist Psychology
Provides overview of feminist psychology with attention to theoretical position and methodological concerns. Analyzes the historical development and trends in feminist psychology and impacts on the general field. CROSS LISTED WITH PSY 40354.
GRADUATE COURSE DESCRIPTIONS

All courses are 3 semester credit hours unless otherwise indicated.

BUS 7000 Organizational Behavior and Theory
Examines human behavior as it impacts the work organization. Includes theoretical foundations of motivation, group dynamics, leadership, decision-making, satisfaction, and performance. CROSS LISTED WITH HRC 7611.

BUS 7001 Contemporary Issues in Business Leadership
This course provides an opportunity to explore new and emerging issues in business leadership. Students identify and read contemporary topics in journals published in the past two years. Prerequisite: BUS 7000 Organizational Behavior and Theory or permission of Program Director.

BUS 7002 Foundations of Leadership
This course explores, analyzes, and compares key topics in developing leadership. Topics include: power, influence, values, motivation and coaching, contingency theories of leadership, leading change, and creating a culture of success. Prerequisite: BUS 7000 Organizational Behavior and Theory or permission of Program Director.

BUS 7003 Developing Leaders and Leadership Capability
Course focuses on strategic and tactical approaches to developing comprehensive leadership, talent management, and succession planning processes for an organization. It involves defining leadership capabilities needed by a company at the individual, team, and organizational level. Prerequisite: BUS 7000 Organizational Behavior and Theory or permission of Program Director.

BUS 7004 Leading Business to Create Value
Course focuses on how leaders create value for the organization and key stakeholders. Students compare various “whole system” approaches to assessing organizations. Topics include strategy, values, norms of behavior, reward systems, decision-making and accountability, processes and systems, and the role the leader plays in managing and aligning those components to add value to the business. Dynamics within organizations, including those at a personal, interpersonal and organizational level, are assessed. Various approaches a leader can use to align and focus and organization, such as strategic performance management or the balanced scorecard, are considered for appropriate application and expected benefits to the business. Prerequisite: BUS 7000 Organizational Behavior and Theory or permission of Program Director.

BUS 7005 Entrepreneurship and Intrapreneurship
This course examines the entrepreneurial dimension of business, including intrapreneurship within existing organizations, components and theories of new business development, and key competencies required for entrepreneurs. Other topics include competitive challenges, financial strategies, human resource issues, and globalization concerns.

BUS 7100 Human Resource Planning and Administration
Integration of human resources with strategic business functions and planning. Examines issues of structure, staffing, effectiveness, performance and assessment, and diversity within organizations. CROSS LISTED WITH HRF 7001.

BUS 7200 Value Systems and Professional Ethics
Study of personal and corporate value systems. Investigates personal beliefs, purposes and attitudes and their effects on self and others. Examines role of human element in organizational structures. CROSS LISTED WITH HRF 7001.

BUS 7300 Global Health Care Delivery Systems
Course provides a comprehensive overview of the current status of the health care delivery system nationally, as well as internationally. Topics include factors which influence health status, the effects of utilization on health services, the organization and finance of health care systems, service deployment, and future issues in the US and global health systems.

BUS 7303 Legal, Ethical and Political Aspects of Health Care Management
Examines the legal, ethical, and political forces and their impact on health care organizations. Explores principles and practical applications of laws affecting the operational decisions of health care providers, health plans, and third-party payors and managers, as well as health care products and services.

BUS 7305 Regulatory Systems and Quality Assessment in Health Care Environment
Course provides insight into a variety of regulatory bodies commonly found in the US health system and explores their function, standards, and impact on quality assessment procedures. Other topics include the meaning of quality as it relates to health and health care, the various roles and responsibilities of regulatory boards, and the application of quality improvement within the medical care sector.

BUS 7307 Product Line and Profitability Health Care
Course is designed to aid the student in exploring the relationship between product line and profit. Topics include analyses of profitability by product line, payor and physician, as well as cost determination of products and services.
BUS 7309 Communicating Change in Health Care Organizations

Course explores the relationship between change and effective communication within the health care organization. Topics include the impact of change on internal and external environments and working with conflict in order to accomplish strategic goals within a health care environment.

BUS 7450 Strategic Marketing

Covers the identification and selection of marketing opportunities, target markets and design, and implementation and evaluation of marketing programs.

BUS 7451 Advertising and Promotional Strategies

Course concentrates on design and development of advertising and promotional strategies within the context of branding. The purpose is to create differentiation for organizations by trying to develop competitive advantage. Prerequisite: BUS 7450 Strategic Marketing or permission of Program Director.

BUS 7452 E-Commerce and Internet Marketing

Course examines the explosive phenomena of the Internet and e-commerce on the economy and industry, both domestic and international. It provides insight into managerial challenges created by this evolution in products and services. Prerequisite: BUS 7450 Strategic Marketing or permission of Program Director.

BUS 7453 Public Relations and Publicity

Course examines policy formulation and developing corporate image and identity by strategically disseminating ideas and information to the organization's public. Planning and executing public relations and publicity programs to address the concerns of the organization's various public are examined. Topics addressed include message design, media selection, and audience differentiation. Prerequisite: BUS 7450 Strategic Marketing or permission of Program Director.

BUS 7454 Distribution and Supply Chain Management

Course examines integrated supply chain models synthesizing demand forecasting, supply management, production, and enterprise systems. This course also differentiates supply chain models and distinguishes key supply chain issues within various industries. Prerequisite: BUS 7450 Strategic Marketing or permission of Program Director.

BUS 7455 Marketing Research

Course explores data-driven strategies that evolve from diagnostic analysis of the issues facing organizations striving for competitive advantage with a complex, rapidly-changing environment. The course focus includes fundamental techniques of problem identification, research design and implementation, and preparation and presentation of a final report. Prerequisite: BUS 7450 Strategic Marketing or permission of Program Director.

BUS 7460 International Business

Examines business practices and decision-making from a global perspective. Topics include market entry, strategy and operations appropriate for both multinational corporations and entrepreneurial international start-up firms. Emphasizes business-government relations and suggests alternative strategies for working effectively with governments to achieve corporate goals.

BUS 7500 Managerial Economics

Application of economic theory to managerial decision-making. Emphasis on both quantitative and qualitative application of microeconomic principles to business analysis. Prerequisite: Students are expected to have completed undergraduate coursework in fundamentals of economics.

BUS 7563 Quantitative Analysis for Business

Examines principles of business mathematics, algebra and statistics. Methods presented for applying quantitative problem-solving techniques to fundamental issues in business such as economic break-even points, pricing with demand elasticities, financial ratios, capital asset pricing models, constructing budgets and analyzing accounting data.

BUS 7600 Managerial Finance

Application of the theories and tools used in financial decision-making. Topics include present value and capital budgeting, financial analysis and forecasting, market efficiency, and capital structure. Prerequisite: Students are expected to have completed undergraduate coursework in the fundamentals of accounting and economics.

BUS 7681 Project Management

Examines project management principles, methods and tools for planning and organizing and controlling non-routine activities. Develops skills needed to plan and execute projects to meet schedule, budget and performance objectives.

BUS 7700 Management Information Systems

Examines the use of computer information systems in business organizations with emphasis on how information technology supports business functions and aids managerial decision-making. Explores current trends and emerging technologies.

BUS 7702 Software Engineering

Course focuses on technology, operating systems, efficiencies and industry applications of various languages, operating systems evolving environments, and operating systems hardware/software environments, including support services and data centers. Speakers or field visits to company data centers or vendor sites may be incorporated. Prerequisite: BUS 7700 Management Information Systems or permission of Program Director.
BUS 7703 Database Systems and Data Mining
Course examines the explosive nature of data warehousing, data mining, and data management. It also incorporates knowledge management and leveraging data as a dynamic asset that must be managed toward profit contribution. Topics include data ethics, security, and data integrity, as well as the legal issues associated with maintaining databases. Prerequisite: BUS 7700 Management Information Systems or permission of Program Director.

BUS 7704 Networking and Telecommunications
Course explores fundamental concepts of data communications, networking, distributed applications, network management, and security as it relates to the business environment and business management. Additional topics include designing and implementing computer networks. Prerequisite: BUS 7700 Management Information Systems or permission of Program Director.

BUS 7705 Operating Systems Management
Course goes beyond standard coverage in operating systems and focuses on multiprocessing, networking distributed systems, performance, and security. Students engage in extensive, up-to-the-minute case studies on the latest operating systems. Prerequisite: BUS 7700 Management Information Systems or permission of Program Director.

BUS 7706 Enterprise Architecture
Course focuses on the unique nature of designing an enterprise-wide information system that is responsive to the needs and demands of diverse operating departments. Prerequisite: BUS 7700 Management Information Systems or permission of Program Director.

BUS 7800 Management Accounting
Explore use and application of accounting information for planning, control and decision-making. Topics include cost analysis and allocation, budgeting and behavioral aspects of accounting systems. Prerequisite: Students are expected to have completed undergraduate coursework in accounting fundamentals.

BUS 7801 Money and Capital Markets
Course provides a comprehensive understanding and working aptitude of the structures, tools, and functions of monetary systems, both domestic and international. Special attention is given to the U.S. Federal Reserve System, the World Bank, the International Monetary Fund and other government agencies dealing with global capital markets. Prerequisites: BUS 7600 Managerial Finance and BUS 7800 Management Accounting or permission of Program Director.

BUS 7802 Working Capital Management
Course focuses on guidelines, objectives, and methodologies involved in managing corporate short-term assets, liabilities, and working capital. Liquidity levels, cash management, credit policies, bank relationships, factoring, inventory controls, and current asset and liability management are emphasized. Prerequisites: BUS 7600 Managerial Finance and BUS 7800 Management Accounting or permission of Program Director.

BUS 7803 Security Analysis
Course provides a comprehensive comparison of security valuation techniques. Historical growth patterns and valuation models utilized in domestic and global securities markets are also examined. Prerequisites: BUS 7600 Managerial Finance and BUS 7800 Management Accounting or permission of Program Director.

BUS 7804 International Finance
Course presents advanced treatment and practice of financial theory and decision making in the international environment. Prerequisites: BUS 7600 Managerial Finance and BUS 7800 Management Accounting or permission of Program Director.

BUS 7805 Financial Modeling Methodologies
Course applies financial theory to real-world scenarios. Students utilize different modeling tools and techniques to forecast financial data. Prerequisites: BUS 7600 Managerial Finance and BUS 7800 Management Accounting or permission of Program Director.

BUS 7806 Auditing
Students are introduced to guidelines, methodologies, and processes central to analyzing corporate operations and key financial functions. The ongoing applications during this course involve advanced accounting standards, industry practices, documentation, and variation against standards in a practical case study environment. Particular attention is paid to the impacts of changing ethics, government regulations, politics, and legal environments on auditing cases. Prerequisites: BUS 7600 Managerial Finance and BUS 7800 Management Accounting or permission of Program Director.

BUS 7900 Social, Cultural, Legal, and Political Influences on Business
Examination of social, legal, political, and cultural forces affecting organizations in both domestic and global environments. Emphasis on identification and development of strategies for dealing with threats and opportunities arising from the relationship between organizations and their operating environments.

BUS 7901 International Business Law
Course focuses on the legal aspects of international trade, commercial law, private international law, and international arbitration as they affect conduct and capacity of multinational enterprises engaged in international business. Prerequisite: BUS 7900 Social, Cultural, Legal, and Political Influences on Business or permission of Program Director.
BUS 7902 Managing in a Global Environment
Course provides requisite knowledge and skills sets for managing multinational corporations dealing with different cultures and leading a diverse global work force. Topics examined include negotiations, strategic policy making, and best practices in global management. Prerequisite: BUS 7900 Social, Cultural, Legal, and Political Influences on Business or permission of Program Director.

BUS 7903 International Marketing
Course explores the application of advanced marketing concepts and techniques necessary in the resolution of global marketing issues. Exposure to challenges facing an international marketing manager and the development of a framework for solving marketing problems are also examined. Particular attention is paid to sensitizing students to special circumstances and situations encountered when marketing in various cultures. Prerequisite: BUS 7900 Social, Cultural, Legal, and Political Influences on Business or permission of Program Director.

BUS 7990 Graduate Internship
Supervised work experience set up by the student for the purpose of increasing the student’s understanding and the application of the field of study in an organizational setting. Supervision is provided by the instructor and the cooperating agency. Enrollment is subject to approval by the program director. CROSS LISTED WITH HRC 7990.

BUS 8000 Advanced Leadership Theory and Practice
Covers theory and practice related to organizational leadership. Topics include organizational system thinking, living systems theory, leadership capacity development, and other advanced leadership theories. Includes application of theory to a variety of workplace settings.

BUS 8500 Graduate Seminar: Business Policies and Strategies
Capstone course in which participants develop a major case study of business administration issues, programs and policies in a current organization. Draws from and utilizes concepts, theories and skills developed in previous courses. Prerequisite: Completion of all core courses in the MBA program or approval of advisor.

ECC 7000 Foundations of Early Childhood
Examines the historical, philosophical and cultural roots of the early childhood movement and their influences on contemporary practices. Topics include the role of families in education, the teacher-parent relationship and cultural and ethnic sensitive teaching practices.

ECC 7010 Child Growth and Development
A foundation course in theory and principles of development, from conception through age eight, and may include the pre-adolescent child. Topics include an in-depth study of physical, social/emotional, cognitive, language, and aesthetic development. Students examine various theories, including Piaget, Erikson, Vygotsky, Skinner, and others. An exploration of development in the context of gender, family, culture, and society are included, with an emphasis on implications for early childhood professional practice.

ECC 7020 Child Guidance & Classroom Management
The emphasis of this course is on the role of positive child guidance in preparing youth children to become competent and cooperative individuals. Developmentally appropriate methods of guiding children based on effective communication skills and problem solving is shared along with strategies for preventing disruptive behaviors in the classroom.

ECC 7030 Child/Family Culture and Community Relations
Focuses on the child in the context of family and community. Topics include issues of communication, diversity, professionalism, social policy and address awareness and effective use of community resources.

ECC 7040 Early Childhood Development and Math/Science Methods
Examines theories of cognitive development as a framework for conceptualizing the way young children acquire scientific and mathematical skills; concepts; and abilities. Students research and develop appropriate individual and group scientific/mathematical activities for young children.

ECC 7050 Early Childhood Development Methods in Language, Literature, Reading, Social Studies, and Art
Students design, implement and evaluate appropriate activities and environments for children from birth through age six with a focus on emergent literacy supported by music, movement, art, and dramatic play. Students learn how children develop an understanding of the language processes of listening, speaking, reading, and writing. Topics include vocabulary development and phonemic awareness. Practical application of various philosophies, theories, and current research in early childhood education are emphasized.

ECC 7060 Quality Practices Behaviors Young Children
An overview of children with exceptional cognitive, physical, social, and emotional characteristics. Students analyze the developmental and educational needs imposed by exceptionality. Topics include identification, intervention strategies, methods, and programs designed to meet the needs of these children, including those identified as being learning disabled. Applicable federal and state laws and requirements are also be addressed.
EDC 7102 Professional and Historic Issues in School Psychology
An introduction to the field of school psychology, including its history, the roles and functions of school psychologists, professional issues, and ethics and law for school psychologists.

EDC 7112 Issues and Trends in Exceptional Education
An advanced diagnostic course which focuses on the assessment and diagnosis of exceptional children. Specific diagnostic populations include mentally retarded, learning disabled, emotionally disturbed and gifted children. Attention is also given to low incidence handicaps such as vision impaired, hearing impaired, multiple handicapped, etc.

EDC 7122 Assessment and Interviewing: Academic and Alternative
Principles and methods of performing individual psychological evaluations of school-age children and youth. Administering, scoring, and interpreting Wechsler Intelligence Scales, Stanford Binet, and other assessment instruments.

EDC 7132 Assessment and Interviewing: Social and Behavioral
Provides applied learning for the administration, scoring and interpretation of behavioral and personality measures, such as parent teacher child interviews, youth self-report measures, standardized rating scales, and projective techniques. Encompasses written and oral reports to integrate results relevant to psychological services in educational settings; for example, identification of emotional handicaps, intervention planning and crises intervention.

EDC 7133 Counseling and the Helping Professions
Examines the counseling process, instruction and practice in communication skills in counseling, history, development, and practice of counseling as a profession, and how and where counseling is provided. CROSS LISTED WITH PYF 7132.

EDC 7142 Educational and Psychological Measurement
Psychological testing theory, clinical and practical aspects of individual test administration, educational and clinical diagnosis, interpretation, and non-discriminatory and controversial issues in testing.

EDC 7152 Education Statistical Methods I
Overview of common statistical techniques used in educational research, including univariate and bivariate descriptive statistics, chi square, and linear regression.

EDC 7153 Education Law
Examines federal and state statutes, agencies, and court decisions in education, including administrative and teacher rights, responsibilities, relationships, and liabilities.

EDC 7162 Education Statistical Methods II
Concepts and techniques involved in the analysis and interpretation of clinical and research data. Lecture and laboratory descriptive and inferential statistics. Major topics included correlation and regression, test of significance, and introduction to analysis of variance. Both parametric and non-parametric approaches are covered. Prerequisite: EDC 7152.

EDC 7172 Special Education Law
Legal issues and challenges facing the field of special education with emphasis on topics such as non-biased assessment, mainstreaming, non-categorical vs. categorical special education, effects of labeling multicultural, special education, and evaluation programs for the school psychologist. Additionally, includes the special education referral and delivery system according to the law, individual education plans and legislation affecting special education.

EDC 7173 Montessori Education: Philosophical Approach, Curriculum Design and Teaching Strategies (Early Childhood)
Examines Montessori theories concerning the developing child and Montessori philosophy, principles and methods including words, events and people involved in the evolution of the philosophy. Integrates curriculum (mathematics, practical life, language, and sensorial) into the classroom for young children.

EDC 7182 Psychopharmacology
Presents the basic principles and application of psychopharmacology in the mental health field. Students survey principles of drug action and neurotransmitter systems in the nervous system and various classes of psychiatric drugs. Students also investigate ethical and clinical issues facing school psychologists.

EDC 7183 Montessori Education: Philosophical Approach and Methods of Observation/Clinical Experiences (Elementary)
Examines Montessori theories concerning the developing child and Montessori philosophy, principles and methods including words, events and people involved in the evolution of the philosophy. Other topics include developmental stages of children, observation as the basis of individual instruction and enhancement skills of parent-teacher communication, record keeping, observation, and classroom management.

EDC 7192 Consultation Strategies for School Psychology
Concepts and practice of consultation in a variety of settings, including child-centered, teacher-centered and system-centered techniques.
EDC 7202 Social and Cultural Basis of Assessment
This course examines issues in the assessment of bilingual students, including the appropriate use of standardized measures, non-discriminatory assessments, alternative approaches to the assessment of cognitive functioning, and social adaptive behavior of linguistically diverse students. Students learn when and how to conduct evaluations in the child’s first and/or second language. Students administer tests, make case presentations and write reports.

EDC 7213 Classroom Management
Exploration of various models, techniques and management systems that enhance teaching skills in the classroom. Focuses on adaptation of theories to develop an individualized classroom management plan for elementary or secondary classrooms. Must be taken concurrently with EDC 7214.

EDC 7214 Research and Field Activities: Classroom Management
Includes assignments designed to increase student's awareness of the current practices and issues related to classroom management through field observation and research. Must be taken concurrently with EDC 7213.

EDC 7223 Educational Tests and Measurements
Understand functions of testing and measurement in education. Emphasizes construction, selection, administration, and application of tests. Assessment instruments include aptitude, ability and intelligence measures and personality and interest inventories. Must be taken concurrently with EDC 7224.

EDC 7224 Research and Field Activities: Educational Tests and Measurements
Includes assignments designed to increase student’s awareness of current practices and issues related to education tests and measurements through field observation and research. Must be taken concurrently with EDC 7223.

EDC 7233 History and Philosophy of Education
Investigation of school and its relationship to society and the learner in the past, present and future. Includes historical and philosophical perspectives, as well as approaches of major educational philosophers. Must be taken concurrently with EDC 7234.

EDC 7234 Research and Field Activities: History and Philosophy of Education
Includes assignments designed to increase student’s awareness of current practices and issues related to history and philosophy of education through field observation and research. Must be taken concurrently with EDC 7233.

EDC 7243 Educational Psychology
Psychological focus on the learning process and its relationship to a diverse student body, motivation, theories, and strategies of effective teaching, lesson planning, individualization, classroom management, cooperative learning, and appropriate assessment methods. Must be taken concurrently with EDC 7244.

EDC 7244 Research and Field Activities: Education Psychology
Includes assignments designed to increase student’s awareness of current practices and issues related to education psychology through field observation and research. Must be taken concurrently with EDC 7243.

EDC 7283 Methods of Observation/Clinical Experiences/Child Development
Examines developmental stages of children and observation as the foundation for individualized instruction. Enhances skills of parent-teacher communication, record keeping, observation, and classroom management.

EDC 7291 Differentiated Instruction
Course explores challenges of teachers in evaluating the needs of individual students in the diverse and inclusive classroom. Students explore innovative possibilities for differentiating instruction to enhance learning for all students.

EDC 7293 Instructional Theory and Techniques
Integration of educational theories and methods of instructional management through paradigms of individual and organizational motivation and development. Incorporation of education psychology learning principles through personal inventory, and in-depth study into teacher-teaching and student-learning styles and their applicability to organizations. Introduction of organizational management and organizational assessment models, especially as they apply to principles of educational law.

EDC 7295 Theory and Practice Curriculum Development
Focus of this course is on application of curriculum theory to classroom practice. Topics include historical roots of current curriculum issues and practices, changing concepts, curriculum conflicts, curriculum reform and reconstruction, as well as curriculum research and improvement.

EDC 7297 Curriculum Evaluation
This course investigates the background and current status of assessment principles, purposes, and procedures used to evaluate curriculum and gauge pupil progress. Emphasis is on effective interpretation of evaluative data and methods of recording and reporting progress.
EDC 7299 Curriculum Design and Content Standards
Course explores the integration of current theories of curriculum design with state content standards in the planning of mathematics, language arts, science, and social studies instruction in the classroom.

EDC 7343 Multicultural Concepts Impacting School and Community
Identification of socio-cultural concepts affecting school, community and family involvement of limited English proficient students.

EDC 7363 Early Childhood/Montessori Methods
Understand Montessori practical life and sensorial materials through theories as they apply to the child. Examines the sequence of the practical life and sensorial materials. Demonstrates ability to support sensory motor development.

EDC 7373 Early Childhood Language and Reading Methods
Understand Montessori language and reading theories as they apply to the child. Examines the sequence of presentation and purpose of each piece of language and reading materials. Develop appreciation for the creative nature of these areas of study.

EDC 7383 Early Childhood Math Methods
Understand Montessori mathematics theories as they apply to the child. Examines the sequence of presentation and purpose of each piece of mathematics materials. Develop appreciation for the creative nature of this area of study.

EDC 7433 Social and Cultural Concerns in Counseling
Study of social, cultural and gender differences and issues related to counseling clients with various backgrounds, beliefs and concerns. Includes multicultural counseling techniques. CROSS LISTED WITH PYC 7422.

EDC 7553 Special Topics in Education
Includes topics of investigation and study designed around special theories, practices or interests in the field of education.

EDC 7563 Montessori Math and Geometry Methods
Continued exploration of characteristics of the 6-9 year-old child. Exposure to range and rationale and successful use and creation of Montessori methods in the area of mathematics and geometry. Effectively match the child's needs to available developmental aids.

EDC 7573 Elementary Language Arts and Reading Methods
Examines approaches needed to assist speaking, listening, reading, and writing abilities of 6-9 year-old child in a Montessori environment including various language, literature and reading approaches as they are integrated into a cosmic curriculum focus. Understand development and investigate strategies as they apply to the use of language materials.

EDC 7583 Montessori Cultural Subjects Methods
Develop appreciation of Dr. Maria Montessori's philosophy of cosmic education. Understand purpose of materials used and their relationship to the total development of the child. Studies students' lessons in cultural areas of history, geography, biology, and physical science.

EDC 7603 Conflict Resolution in an Educational Environment
Develop knowledge and skills leading to identification and description of conflicts in an educational setting. Includes application of conflict resolution techniques and other communication approaches with students, parents and school personnel. CROSS LISTED WITH HRC 7961.

EDC 7613 Introduction to Educational Technology: Theory and Application
Presents historical overview of instructional technology, exploring different applications of technology ranging from primary grades through higher education. Reviews techniques in determining learning needs, application of technology in meeting student needs, and outcome evaluation when using technology.

EDC 7623 Foundations in Distance Learning
Focus on contemporary theoretical insights, research, and practices relating to the development and implementation of distance learning. Topics include application of current and accessible technology, wireless networking, and Internet use within a variety of academic situations and environments.

EDC 7633 Administration of the Technology Program
Examines administrative planning, management and implementation of technology-enhanced educational programs. Major emphasis on legal and ethical parameters governing the use of technology in instruction, demonstration of skills in facilitating multimedia production by students and teachers, applying design principles to multimedia, and development of evaluation methods to determine instructional effectiveness.

EDC 7643 Computer Assisted Instruction
Explores use of CAI to support traditional classroom instruction, with emphasis on principles used to determine technology supported needs of students, implementation of CAI in meeting learning needs, evaluation methods in determining CAI effectiveness, and hands-on experience in developing CAI techniques.
EDC 7653 Theory and Techniques for Education Intervention
Study of needs and theories underlying education intervention, role of the interventionist, and fundamental techniques in use. Includes relevant ethics, laws and policies.

EDC 7663 Technology Integration in K-12 Schools
Explores use of technology in public and private schools from grades K-12, including use of the Internet and World Wide Web to examine instructional theory and application between students of another county, state or nation in providing more global perspectives in facilitating learning.

EDC 7673 Curriculum Design and Teaching Strategies (Montessori Elementary)
Interpretation of child development and early education concepts to other staff, parents and community. Integrate elementary curriculum into the classroom. Demonstration of knowledge of varied learning styles and the ability to plan and implement group activities. Demonstrate listening and interaction skills with parents and others. Examines a variety of record keeping, evaluation processes and curriculum materials.

EDC 7683 Instructional Theory and Strategy in Technology Integration
Focus on development and implementation of educational technological policies that systematize the integration of technology throughout classrooms, within schools and between schools. Demonstrate ability to evaluate technologies, identify strategies for evaluation, and examine current trends in technology use to support learning, with emphasis on policy evaluation and interpretation.

EDC 7703 School and Community Resource Education Intervention
Examines networks, directories and guides for the identification and utilization of intervention resources found within school systems and in the community at large.

EDC 7713 School and Community Relations
Examines the policies, practices and strategies in school and community relations. Topics include public information techniques and procedures.

EDC 7723 Instructional Design and Evaluation
Surveys the field of curriculum theory and organizational frameworks for current practices in curriculum development and evaluation, as well as curriculum revision and change.

EDC 7733 The Principalship
Explores the principal's role and responsibilities as related to organizational development, information systems, faculty and staff selection, orientation supervision and evaluation, curriculum development and implementation, scheduling, budgeting, and plant/facilities use.

EDC 7735 Superintendent/District Level Leadership
Course provides an overview of the role/functions of the superintendent in public school districts. Topics include school board relations, fiscal management, plant and physical resource management, school-community relations, interfacing with governmental and legal institutions, organizational development and skills for effective role incumbency.

EDC 7743 School Finance
Covers the economics of school finance relating to theories and principles of taxation, reimbursement, financial planning, and budgeting; governmental impact, court intervention and the effects on public and non-public schools. Practical applications using local school district situations are considered when possible.

EDC 7745 Superintendent Internship
Supervised application of superintendent and administrative activities with an emphasis on strategies, planning and administrative duties. Prerequisite: EDC 7735 Superintendent and District Level Leadership.

EDC 7753 Assessment Techniques for At-Risk Learners
Review and evaluate various instruments and techniques used for identification and assessment of at-risk learners. Includes integration of test results, educational history and other sources of student information into the learning plan.

EDC 7773 Early Childhood Practicum I Ages 2 1/2-6
Experience teaching children in a Montessori early childhood environment. Review cosmic curriculum based on Montessori material, philosophy and observation. Strengthen curriculum in art, music, drama, and physical education. Understand developmental needs of children and understand positive qualities of early childhood teaching as it relates to classroom management and discipline.

EDC 7773 Early Childhood Practicum II Ages 2 1/2 - 6
Learn practical knowledge through daily experiences in the Montessori early childhood learning environment. Demonstrate ability to diagnose children's learning needs through variety of vehicles (observation, case studies, tests, developmental scales, and classroom products).

EDC 7793 Materials and Strategies for Success with At-Risk Learners
Development of materials and their strategic applications to facilitate success-oriented attitudes and behaviors among at-risk learners. Integration of materials and strategies into curriculum, teaching methods and student-support services.
EDC 7803 Psychological Testing
Examine use of standardized tests to study individuals including test development, selection, administration, and interpretation. Includes educational and mental health applications.
*CROSS LISTED WITH PYC 7802.

EDC 7804 Educational Testing Seminar
An overview of the tests used by the school psychologist in relation to emotional, behavioral, and learning disabilities of students in the elementary and high school settings.

EDC 7823 Life Planning and Career Development
Focus on theory, research, techniques, and tools used in life planning and career development.
*CROSS LISTED WITH PYC 7822.

EDC 7824 Life Planning and Career Development for School Counselors
Focus on tools and techniques used in life planning and career development for elementary and high school students.

EDC 7833 Human Growth and Development
Examination of psychological, social, intellectual, and physical influences on the development of personality and behavior patterns in children, adolescents, and adults.
*CROSS LISTED WITH PYC 7832.

EDC 7863 Elementary Practicum (I) Ages 6-9
Practical experiences in a Montessori elementary environment. Plan for the continuity of learning experiences for children and demonstrate the ability to diagnose children's learning needs (through observation, case studies, tests, developmental scales, and classroom products). Develop a suitable match between diagnosis and learning activities, demonstrate knowledge of various learning styles, demonstrate knowledge of environmental design and preparations, and provide opportunities for choice, problem-solving, decision-making, and responsibility for learning on part of the children.

EDC 7883 Elementary Practicum (II) Ages 6-9
Practical experience in the Montessori elementary environment. Continuation of Practicum I. Emphasis on development of methods toward implementation of various skills and programs into curriculum including learning assessment, design adaptation and problem-solving and decision-making as it applies to responsible learning and behavior on the part of children. Includes parental involvement toward goal-orientation and goal-completion.

EDC 7923 Counseling Theories
Examination of theories of personality development and therapeutic processes. Includes consideration of techniques for counseling applications and professional consultation.
*CROSS LISTED WITH PYC 7922.

EDC 7933 Group Counseling and Dynamics
Study of theories of group counseling and techniques of observation, assessment and leadership in therapeutic groups.
*CROSS LISTED WITH PYC 7932.

EDC 8013 Professional and Ethical Issues in Counseling
Study of ethical, legal, and professional concerns in the practice of counseling including preparation for the first practicum.
Prerequisites: At least 15 semester credit hours of coursework including PYF 7122, PYC 7922 and PYC 7932. *CROSS LISTED WITH PYF 8012.

EDC 8014 Professional and Ethical Issues in School Counseling
Study of the ethical, legal, and professional concerns of school guidance counselors and preparation for the school guidance practicum.

EDC 8023 Designing and Leading CCBP
This course examines several aspects of the school reform movement, including an in-depth look at the criticism of school guidance counseling programs. Students study the implications for the comprehensive school counseling programs by focusing on the models that may be used to design and implement school counseling programs. The course focuses on the comprehensive school counseling model and the ASCA National Model. Students learn how to design comprehensive school programs and address the process of redesigning school counseling programs.

EDC 8073 Clinical Supervision/Assessment
Topics include principles of supervision, supervision theory, models, techniques of supervision, philosophical conflicts, teacher evaluation schemes, and research on supervision.

EDC 8083 Fund/Thry Trauma, Abuse and Deprivation
Introduces integrated view of the effects on personality development of childhood trauma, abuse and deprivation. Examines therapeutic interventions.

EDC 8102 Internship in School Psychology I
The internship requirements are equivalent to four semesters of full-time placement in a school setting under the dual guidance of an on-site staff psychologist and a University-based supervisor. Participation in the intake and screening process, individual evaluations, interdisciplinary staff conferences, parent conferences, and professional meetings is required. Students evaluate children, write reports and practice short-term consultation under the supervision of the on-site psychologist.
EDC 8113 Theory and Techniques in Marriage and Family Counseling
Examination of traditional and contemporary theories of family systems and approaches to marriage and family counseling. CROSS LISTED WITH PYC 8112.

EDC 8122 Internship in School Psychology II
Continuation of Internship II in the same school setting as Internship I.

EDC 8143 Introduction to Substance Abuse, Addiction and Related Disorders
Course focuses on theory and research. Biopsychosocial risk factors for addiction/compulsive disorders such as disease concept, dual diagnosis, social/cultural factors, and developmental issues are studied. Biological/genetic models and processes of addiction are studied such as addictive behavior and depression, anxiety, ADHD, gender and age. CROSS LISTED WITH PSY 41355.

EDC 8213 Family Systems Theory
In-depth study of major systems theories underlying family and relationship therapy. Prerequisite: Minimum of 15 semester credit hours of graduate counseling coursework. CROSS LISTED WITH PYC 8212.

EDC 8273 Family and Societal Gender Issues
Examines sex-role stereotyping, and its origins and consequences within the family, culture and society. Includes counseling issues related to sex and gender-based prejudice and discrimination. Prerequisites: Completion of 21 semester credit hours of coursework including PYC 7422 and PYF 8012.

EDC 8283 Child and Adolescent Therapy
In-depth didactic and experiential examination of family system-oriented therapies with children and adolescents. Prerequisite: PYC 8212. CROSS LISTED WITH PYC 8282.

EDC 8284 Child and Adolescent Development
In depth examination of child and adolescent development in relation to family systems for school guidance counselors.

EDC 8303 Found Special Education Cross-Categorical
Provides beginning graduate students with a knowledge of issues surrounding the fields of special education. Issues include legal principles and concepts of assessment; principles of teaching and counseling. Students examine and develop their personal philosophies regarding assessment of, services to and intervention with individuals with exceptionalities which include mild/moderate mental retardation, learning/emotional and physical disability and other health impairment.

EDC 8312 Observation and Participation in Special Education Programs
Practical experiences with individuals having special needs with focus on psychological, educational, and service-related implications and practices.

EDC 8313 Introduction to Behavioral Disabilities and Emotional Learning
Issues in the education of students with mild-moderate mental retardation, learning disabilities, emotional or behavioral disorders, attention deficit disorders and physical disabilities. Topics include history, definitions, current issues, characteristics, theories, and educational programming.

EDC 8322 Teaching Bilingual Exceptional Learners
Instructional interventions and program development for exceptional students from culturally and linguistically diverse backgrounds. Emphasis on current intervention methods and practices.

EDC 8323 Survey of Special Education
Introduction to historical, legal, pedagogical, and social issues underlying services in special education and rehabilitation. Provides an overview of the characteristics of persons with exceptionalities and disabilities as well as the services available.

EDC 8332 Teaching Children with Emotional and Behavioral Disabilities
Assessment techniques, academic and behavioral intervention strategies, and classroom management with emotionally or behaviorally disordered children and youth.

EDC 8333 Methods/Strategies for Teaching Students with Disabilities
Remediation of academic areas and cognitive processes involving perception, integration and expression with emphasis on strategies for planning and implementing instructional programs.

EDC 8342 Cultural and Linguistic Division of the Exceptional Learner
Provides a theoretical base and practical approach to the study of special needs of students with language and cultural differences: basic premises of bilingual special education and the interface of the two fields.

EDC 8343 Special Services in Schools
Information to aid teachers in dealing with responsibilities and concerns in school settings with regard to P.L. 94-142, Education for all Handicapped Children Action Section 504 of the Rehabilitation Act, Family Education Rights and Privacy Act, and other legal issues. Integration of methods of inclusion/assistive technology/working with paraprofessional.
EDC 8353 Assess and Diagnosis Mild Disabilities
Methods of assessing and developing age-appropriate, functional and inclusive programming, collaborative, community-based instruction, and integrative source delivery for students who have mild/moderate mental retardation, learning/emotional and physical disability and other health impairment.

EDC 8363 Behavioral Principles and Disabilities
Use of behavioral principles to positively support individuals with disabilities, especially those with mild/moderate mental retardation, learning/emotional and physical disability and other health impairment.

EDC 8373 Best Practices for Educating Students with Disabilities
The practical application of theoretical learning within a group setting and involving an exchange of ideas and practical methods, skills, and principles.

EDC 8383 Special Education Practicum
Specialized work on an individual basis, consisting of student teaching and practice in actual service in a department, program, or discipline. Teaching formats must include teaching students with mild/moderate mental retardation, learning/emotional and physical disability and other health impairment.

EDC 8453 Field Experience in Education
Individually designed course offering opportunity to integrate course knowledge with practical experience in an educational setting. Approved written proposal required.

EDC 8454 Wellness Counseling: Risk Factors, Prevention and Modification
Course examines health promotion models, preventive management techniques, and models and techniques for behavior change. Comprehensive inquiry focusing on psychological processes, and individual behaviors and lifestyles which affect a person's physical, emotional and social health. Topics include stress and illness, personality and disease, high-risk populations and behaviors, and gender and cultural issues. Dual listed with PYC 8452.

EDC 8463 Practicum in School Guidance Counseling
Individually designed course offering opportunity to practice individual and group counseling under professional supervision in an appropriate level school setting. Approved written proposal required. Prerequisite: 15 semester credit hours of counseling course work, including EDC 8013.

EDC 8503 Teaching and Learning Mathematics
Course helps teachers improve student learning in mathematics through systematic analysis and reflection on cycles of teaching and learning. Focus is on matching curriculum, instructional design, desired learning outcomes, content, diverse learners, instructional resources, and assessment measures in the context of mathematical reasoning and problem solving.

EDC 8513 Teaching and Learning Science
Course helps teachers with improve student learning in science through systematic analysis and reflection on cycles of teaching and learning. Focus is on matching curriculum, instructional design, desired learning outcomes, content, diverse learners, instructional resources, and assessment measures in the context of scientific methods and ways of knowing.

EDC 8523 Teaching and Learning Social Studies
Course helps teachers with improve student learning in social studies through systematic analysis and reflection on cycles of teaching and learning. Focus is on matching curriculum, instructional design, desired learning outcomes, content, diverse learners, instructional resources, and assessment measures in the context of developing global understanding.

EDC 8533 Designing and Evaluating Reading Programs
A study and evaluation of curriculum and programs in reading and the planning of a total school reading program. Students visit and evaluate exemplary school reading programs. Special emphasis is given to the leadership functions of reading teachers in diverse roles in terms of improving reading instruction and involving student's families in literacy development.

EDC 8543 Teaching and Learning Language Arts
Course helps teachers construct a conceptual framework based on knowledge about the cognitive, social, biological, emotional, and cultural basis of language and to learn how to use that framework to individualize curriculum instruction, and assessment in reading, writing, speaking, listening, and content areas through children's literature, such as expressive/ transactional/poetic, written discourse, and the creative arts.

EDC 8553 Methods of Secondary Teaching
Emphasizes building knowledge of theory and research, curriculum planning and delivery of instruction for the secondary teacher.

EDC 8563 Student Teaching: Action Research I
Each MA in ED student completes twelve (12) weeks of student teaching. During student teaching, the student teacher designs an action research project aligned with an educational issue.

EDC 8564 Student Teaching: Action Research II
Continuation of EDC 8563 Student Teaching: Action Research I.

EDF 7103 Philosophy, Accountability and Change
Contemporary and traditional philosophies of education related to diversity, school outcomes and change. Develop and assess learning programs designed to integrate a philosophy of change with beliefs about learners, teachers, schools, and communities.
EDF 7153 Methods and Models of Research
Examination of models of research and application of scientific methods to investigate, analyze and develop solutions relative to current issues in the field. CROSS LISTED WITH PYF 7162, HRF 7161.

EDF 7163 Research: Assessment and Evaluation
Develop conceptual and analytical skills and knowledge to assess organizational needs and program effectiveness through the use of research methodologies. CROSS LISTED WITH HRF 7161.

EDF 7203 Diverse Community of Learners
In-depth study of variability among students in schools and other educational settings from preschool to adult learning. Special focus on the identification of and programming for at-risk students.

EDF 7253 Educational Equity and Cultural Diversity for Multilingual Learners
In-depth study of variability among students in schools and other educational settings from preschool to adult learning. Special focus on the effects of cultural diversity and educational equity in the classroom. Provides overview of concepts from ESL/bilingual courses, as well as an enrichment of new concepts through presentations and research. Includes concepts of instruction for cultural understanding to enhance student potential.

EDF 7303 Leadership and Management of Change
Examines the role of the leader in assessing and responding to change and techniques of change management including consultation, site-based councils and conflict resolution. Topics also include organization, facilitation and communication for change.

EDF 7403 School Counseling in a Changing Environment
Examination of the role of the counselor in elementary, secondary and community college settings including counselor, advisor, educator, advocate, and consultant. Study of exemplary models of school counseling programs effective with diverse and changing populations. CROSS LISTED WITH PYC 8022.

EDF 8503 Master's Research Project
Prepare major culminating scholarly project directly relevant to the program of study. Approved project proposal required.

EDU 56407 Structured English Immersion II for ELL
Course teaches structured English immersion foundation, strategies and techniques for all educators. Learn to identify strategies, assessment and proficiency standards that enable English language learners to access grade-level curriculum while developing language skills. Can be used across all content areas and grade-level curricula.

EDU 66506 Advanced Structured English Immersion III for ELL
Review legal, historical and educational foundations for English language learners as required by Arizona state standards and national standards. Participants demonstrate a synthesis of the following: ELL proficiency standards, Arizona state rubrics, assessment methods, SEI strategies to develop curriculum for the classroom. Applies to SEI Endorsement.

HRC 7000 Statistics Workshop
Examines fundamentals of descriptive and inferential statistics. Discuss advanced statistics topics such as hypothesis testing, small sample size statistics and analysis of variances (ANOVA). Includes lecture, class discussion and problem-solving using examples from education, human resources, counseling, and business administration.

HRC 7341 Emotional Intelligence in the Workplace
Research shows emotional intelligence (EI) is more important than IQ in determining outstanding job performance. Examines variety of instruments and writings used to build EI in workplace.

HRC 7361 Managing Human Resource Costs
Monitor and assess financial achievements of human resources goals, as well as other financial planning and control mechanisms within the work organization.

HRC 7411 Human Resource Planning and Administration
Integration of human resources planning with strategic business planning, issues of structure, staffing, effectiveness, performance and assessment. CROSS LISTED WITH BUS 7100.

HRC 7461 Wage, Salary and Benefits Administration
Provides comprehensive overview of elements of compensation, legal ramifications, compensation design, and design of benefits programs and their impact on compensation and recruitment.

HRC 7462 Employee Benefits: Design and Administration
Provides in-depth study in employee benefits planning and management, with focus on development, implementation, and management of employee benefits as a strategic component in a comprehensive human resources program. Topics include defining employee benefits, factors influencing benefits, historical and legal framework governing benefits, analysis and assessment of specific benefit programs, competitive issues, and communication and administration.

HRC 7510 Professional Communication Styles, Tools and Techniques
Study of how organizations use a variety of communication tools to improve productivity and performance. Explore personal
communication style and how to identify style of others. Other topics include facilitation, negotiation, and presentation skills.

HRC 7511 Personnel and Labor Relations
Examines field of personnel and labor relations, problem aspects and external and internal factors that constrain and shape relationships. Includes labor management relations, union behavior, collective bargaining, and employee relations (non-union).

HRC 7512 Workplace Leadership Coaching
Emphasis on theory and practice related to leadership coaching. Develop skills of personal and workplace coaching methods to create effective personal and workplace domains.

HRC 7513 Learning Organizations
Examination of core concepts and principles essential to development of positive organizational culture. Emphasis on use of systems thinking and team learning to break through barriers to organizational change.

HRC 7514 Business Skills for Human Resources Professionals
Examination of key business functions, processes and operations. Topics include basic accounting, finance, economics, leadership, decision-making, and role of HR as a strategic business partner.

HRC 7515 Human Resource Information Systems
Overview of human resource information systems and their role in human resource functions. Exploration of current research and practice in development, implementation and application of HRIS.

HRC 7561 Recruitment, Selection and Placement
Examine issues and methods for effective recruitment, employment selection and job placement. Compare various methods and procedures used as related to job requirements.

HRC 7601 Training and Development
Cover fundamentals, purpose and role of training and development function in human resources. Includes needs assessment, program development, methods and technologies, management development, and evaluation of interventions.

HRC 7605 Training in Human Resource Development
Surveys current theory and organizational models for human resource development with emphasis on selecting, organizing, evaluating, and managing training programs.

HRC 7611 Organizational Behavior and Theory
Study of human behavior as it impacts the work organization and theoretical foundations of motivation, group dynamics, leadership, decision-making, satisfaction and performance. CROSS LISTED WITH BUS 7000.

HRC 7661 Organization Consultation Skills
Emphasis on the consulting process in organizations including the role and skills of a consultant, internal versus external consulting, contracting for services, resistance to change, diagnosis, data collection, and interventions to improve organizational performance. Apply consulting skills to case simulation.

HRC 7681 Project Management
Examines project management principles, methods and tools for planning, organizing and controlling non-routine activities. Development of skills needed to plan and execute projects to meet schedule, budget and performance objectives. CROSS LISTED WITH BUS 7681

HRC 7700 Management Information Systems
Examines the use of computer information systems in business organizations with emphasis on how information technology supports business functions and aids managerial decision-making. Explores current trends and emerging technologies. CROSS LISTED WITH BUS 7700.

HRC 7711 Organizational Change Theory and Strategy
Examines strategic interventions to change organizations from planning through implementation and assessment and theoretical models for change including organization development and total quality management. Prerequisite: HRC 7611.

HRC 7721 Management and Development of Teams
Discuss nature, function and creation of teams in the workplace. Includes implementation of team structure, communication and conflict management, managing team effectiveness, decision-making process, and impact of team structures on organizational culture.

HRC 7741 Employment Law
Examination of equal employment opportunity, Americans With Disabilities Act, Family Leave Act and other recent and forthcoming legislation. Discuss impact for employee relations and management training for compliance. Prerequisite: HRC 7561 or equivalent work experience.

HRC 7771 Instructional Design
Design training course, including needs assessment, objectives, training manual, and assessment for a work organization.

HRC 7781 Strategies for Human Resource Development
Experiential investigation of advanced instructional design strategies. Develop presentation skills, group facilitation skills and assessment methods for organizational effectiveness. Prerequisite: HRC 7601 or HRC 7771 or equivalent work experience.
HRC 7811 Career Development
Studies issues and methods involved in career development, as well as the personal and organizational issues and practices relevant to individual careers. Examines career development methods and their application to specific work situations.

HRC 7822 Life Planning and Career Development
Focuses on theory, research, techniques and tools used in life planning, transitions and career development. CROSS LISTED WITH EDC 7823, PYC 7822.

HRC 7841 Managing a Culturally Diverse Workforce
Study of how gender, ethnicity and other cultural diversity dimensions influence organizational behavior and outcomes. Includes theory and techniques for working with and leading diverse workforce in order to increase organizational effectiveness and to enable all members to reach their full potential.

HRC 7861 Negotiation and Conflict Resolution
Examines process of negotiations as the major method by which normal conflict both in business and in life can be resolved. Works on gaining skills in negotiations to increase overall effectiveness in dealing with situations where rules and procedures are non-existent or poorly defined. Considers variety of negotiation strategies and techniques in management and everyday life.

HRC 7871 Employee Assistance and Counseling
Exploration of issues, policies and practices related to employee assistance programs in business, education, health care, and other settings. Includes consideration of counseling theories and relevant counseling techniques for employee assistance programs.

HRC 7911 Applying Statistics in Human Resources
Introduces statistical measures and methods commonly used in human resources and total quality management. Hands-on experience using personal computer statistics program to gather, analyze, interpret, and display statistics.

HRC 7961 Managing Organizational Conflict
Develop practical skills through participation in an organizational simulation: a behavioral laboratory for the study of conflict. Develop theoretical and conceptual bases for the applied skills learned in the simulation. CROSS LISTED WITH EDC 7603.

HRC 7990 Graduate Internship
Supervised work experience set up by the student for the purpose of increasing the student's understanding and the application of the field of study in an organizational setting. Supervision is provided by the instructor and the cooperating agency. Enrollment is subject to approval by the program director. CROSS LISTED WITH BUS 7990.

HRC 8000 Advanced Leadership Theory and Practice
Theory and practice related to organizational leadership. Topics include organizational systems thinking, living systems theory, leadership capacity development, and other advanced leadership theories. Application of theory to a variety of workplace settings. CROSS LISTED WITH BUS 8000.

HRC 8512 Advanced Team Facilitation
Study of theory and practice of group facilitation as applied to team development, training or other organizational intervention. Emphasis on multidisciplinary approaches to group and team leadership.

HRC 8551 Advanced Special Topics in Human Resources
Advanced elective graduate topics in the field of human resources.

HRC 8552 Advanced Special Topics: SHRM Certification Preparation

HFR 7001 Value Systems and Professional Ethics
Study of personal and corporate value systems. Opportunity to investigate personal beliefs, purposes and attitudes and their effects on self and others. The role of the human element in organizational structures. CROSS LISTED WITH BUS 7200.

HFR 7111 Trends, Issues and Perspectives in Human Resources
Provides extended overview of the role of human resources in organizations and existing theory and practice, as well as new and emerging topics in the field.

HFR 7161 Research: Assessment and Evaluation
Develop conceptual and analytical skills and knowledge to assess organizational needs and program effectiveness through the use of research methodologies. Cross listed with EDF 7163.

HFR 8451 Field Experience in Human Resources
Individually designed course offering opportunity to integrate human resources knowledge from previous courses with experiences in a work-related setting. Approved written proposal required.

HFR 8481 Applied Case Studies in Human Resources
Seminar for graduating students in which participants develop a major case study of human resources issues, programs and policies in a current organization, most often their own. Draws from previous courses as issues are identified, analyzed and discussed. Prerequisite: Completion of minimum of 30 graduate program semester credit hours.
HRF 8501 Master’s Research Project
Prepare thesis or other major culminating scholarly project directly related to the program of study. Approved research proposal required. Prerequisite: HRF 7161.

PYC 7422 Social and Cultural Concerns in Counseling
Study of social, cultural and gender differences, and issues related to counseling clients with various backgrounds, beliefs and concerns. Includes multicultural counseling techniques. CROSS LISTED WITH EDC 7422.

PYC 7423 Practice Based Evidence
A review of Evidence Based Treatment approaches in behavioral health. The course covers the current trend in counseling practice to require Evidence Based Treatments. Research in counseling outcomes over the past 40 years are reviewed. Practice based evidence as used in the client directed and Arizona public behavioral health clinical practice models are presented as perhaps the strongest evidence based approach.

PYC 7552 Special Topics in Counseling
Topics designed around special theories, practices or interests in the field of counseling.

PYC 7802 Psychological Testing
Examines use of standardized tests to study individuals, including test development, selection, administration, and interpretation. Includes educational and mental health applications. CROSS LISTED WITH EDC 7803.

PYC 7822 Life Planning and Career Development
Focus on theory, research, techniques, and tools used in life planning, transitions and career development. CROSS LISTED WITH EDC 7823.

PYC 7832 Human Growth and Development
Examination of psychological, social, intellectual, and physical influences on the development of personality and behavior patterns in children, adolescents and adults.

PYC 7852 Abnormal Psychology
Examination of major theories and systems pertaining to abnormal behavior. Studies implications for psychotherapy, treatment planning and diagnosis using DSM-IV. Prerequisite: Minimum of 15 semester credit hours of graduate counseling coursework.

PYC 7862 Biological Bases of Abnormal Behavior
Examination of current and classic research linking biological factors to deviation of human development and behavior from what is considered to be the norm. Includes the impact of revolution in neuroscience on etiology, diagnosis and treatment of abnormal behavior. Study physiology of the central nervous system and how it triggers behaviors associated with a variety of DSM-listed disorders including depression, anxiety, addiction, and psychosis. Prerequisite: Minimum of 15 semester credit hours of graduate counseling coursework.

PYC 7922 Counseling Theories
Examination of theories of personality development and therapeutic processes. Consideration of techniques for counseling applications and professional consultation. CROSS LISTED WITH EDC 7923.

PYC 7932 Group Counseling and Dynamics
Theories of group counseling. Includes techniques of observation, assessment and leadership in therapeutic groups. CROSS LISTED WITH EDC 7933.

PYC 8022 School Counseling in a Changing Environment
Examination of the role of the counselor in elementary, secondary and community college settings including counselor, advisor, educator, advocate, and consultant. Study of exemplary models of school counseling programs effective with diverse and changing populations. CROSS LISTED WITH EDF 7403.

PYC 8032 Clinical Assessment
Development of individual diagnostic and assessment skills using a clinical/holistic approach. Includes use of MMPI-2, as well as other standardized measures of personality. Prerequisite: PYC 7802.

PYC 8040 Advanced Psychodiagnostic and Treatment Plan
Covers multi-axial system, DSM-IV/DSM-IV-TR diagnostic categories, differential diagnosis, and treatment planning in preparation for Clinical Internship. Emphasis placed on clinical interview and other initial assessment techniques, and skills critical to selecting and evaluating treatment options.

PYC 8042 Family Dynamics and Shame
Examines individual and family shame: its development, reinforcement, effects, and treatment. Prerequisite: PYC 8212 or PYC 8112.

PYC 8062 Pre-Practicum in Counseling Skills
Explores adult learning pedagogy, service-learning, and role-playing experiences to bridge the theory-practice gap in the preparation of students for practicum/internship/practical practice.

PYC 8082 Fundamental Theory for Treatment of Trauma, Abuse and Deprivation
Introductory course presenting an integrated view of effects on personality development of childhood trauma, abuse and
deprivation. Therapeutic interventions examined. 
Prerequisite: 15 semester credit hours of PYC/PYF courses.

PYC 8092 Integration of Psychology and Christianity 
Exploration of ways to integrate science and ethics of psychology with social, cultural and faith contexts of the Christian mental health professional. Emphasis on historical, philosophical and theological perspectives of spiritual formation and growth. 
Prerequisite: 15 semester credit hours of graduate counseling coursework.

PYC 8112 Theory and Techniques in Marriage and Family Counseling 
Examination of traditional and contemporary theories of family systems and approaches to marriage and family counseling. 
Prerequisite: 15 semester credit hours of PYC/PYF courses. 
CROSS LISTED WITH EDC 8113.

PYC 8122 Human Sexuality 
Introduction to human sexual development, dysfunction and treatment. 
Prerequisite: Minimum of 15 semester credit hours of graduate counseling coursework.

PYC 8132 Expressive Arts Therapies 
Examines theories, techniques and applications of play, art, music, dance and other expressive therapeutic approaches. 
Prerequisite: Minimum of 15 semester credit hours of graduate counseling coursework.

PYC 8142 Intro to Substance Abuse, Addiction and Related Disorders 
Prerequisite: Minimum of 15 semester credit hours of graduate counseling coursework.

PYC 8143 Current Trends in Addictions and Related Disorders 
Reviews concepts in substance abuse assessment, intervention and diagnosis, including theoretical models for understanding and treating chemically dependent and addictive disordered clients, various screening and assessment tools, multicultural and population-specific needs, and treatment settings and interventions.

PYC 8152 Psychophysiology and Pharmacology of Substance Abuse and Related Addictions 
Covers genetic/biophysical components such as risk factors, effects of substance abuse, starvation/bingeing, and excessive exercise; physiology of cravings, withdrawal, detox, and nutrition; dual diagnoses-possible psycho-physiological common factors; and psychopharmacology of treatment options, including psychotropics and nutrition therapy. 
CROSS LISTED WITH PSY 41356.

PYC 8162 Prevention, Assessment and Treatment of Substance Abuse and Related Addictions 
Explores a multidisciplinary/multidimensional discussion, with emphasis on "best practices" and care for select populations, on risk factors, outreach services, pretreatment, community education, referral networks and prevention activities in schools, the workplace, community groups, and health care delivery organizations. 
CROSS LISTED WITH PSY 41357.

PYC 8172 Applications and Integration of Expressive Arts Therapy 
Integration of counseling foundational coursework and expressive arts applications and approaches. Content from individual and group counseling, human development, multicultural awareness, abnormal behavior, assessment, and professional ethics and practice. Multi-arts expressions include, but are not limited to, art, play, music, dance/movement, drama, and writing. 
Prerequisite: Minimum of 15 semester credit hours of graduate counseling coursework.

PYC 8192 Introduction to Art Therapy: History and Theory 
Introduces theoretical and experiential examination of the schools of art therapy and other expressive arts, presented in an historical context from early to contemporary practitioners. Includes settings in which art and other expressive therapies are utilized including case studies of typical applications. 
Prerequisite: 12 semester credit hours of PYC/PYF courses.

PYC 8202 Legal and Ethical Issues in Marriage and Family Therapy 
Course provides knowledge and understanding of the ethical principles, laws, and regulations relating to the practice of marriage, family and child therapy.

PYC 8212 Family Systems Theory 
In-depth study of major systems theories underlying family and relationship therapy. 
Prerequisite: Minimum of 15 semester credit hours of graduate counseling coursework. 
CROSS LISTED WITH EDC 8213.

PYC 8222 Advanced Techniques in Marriage and Family Therapy 
Experiential course covering advanced assessment and therapeutic techniques used in marriage and family therapy. 
Prerequisites: PYC 8112, 8212.

PYC 8232 Clinical Issues and Techniques in Marriage and Family Therapy 
Examination of theory and practice of techniques used to identify and treat special concerns encountered in marriage and family therapy, such as step parenting, divorce, addiction, chronic health, and loss issues within the family. 
Prerequisites: PYC 8112, 8212.
PYC 8242 Family of Origin Therapy
Includes techniques and applications of family of origin therapy with individuals, families and couples. Students examine own family dynamics. **Prerequisite:** PYC 8112 or 8212.

PYC 8252 Time-Sensitive Family Interventions
Examination of problems encountered in managed care and other situations when number of sessions for family therapy is limited. Includes development and practice of effective interventions for such situations. **Prerequisite:** PYC 8112 or 8212.

PYC 8262 Advanced Group Counseling: A Systems Approach
In-depth study of systems theory applications to family and other therapy groups including brief review of traditional group counseling theories. Participation in group process is a significant part of the course. **Prerequisites:** PYC 7932 and PYC 8112 or 8212.

PYC 8272 Family and Societal Gender Issues
Examination of sex-role stereotyping and its origins and consequences within the family, culture and society. Includes counseling issues related to sex- and gender-based prejudice and discrimination. **Prerequisite:** Minimum of 15 semester credit hours of graduate counseling coursework.

PYC 8282 Child and Adolescent Therapy
In-depth didactic and experiential examination of family system-oriented therapies with children and adolescents. **Prerequisite:** PYC 8212 or 8112. **CROSS LISTED WITH EDC 8283.**

PYC 8292 Spiritual Growth Through Individual and Family Interventions
Study of theories and techniques to foster individual spiritual development drawing from transpersonal psychology and family systems theories. **Prerequisite:** PYC 8112 or 8212.

PYC 8312 Principles, Techniques and Practice of Expressive Arts Therapy
Examines principles and techniques for clinical practice of art therapy in residential, outpatient and private practice settings. Includes potential in art for development of emotional, social, perceptual, and cognitive strengths in children and adults.

PYC 8322 Advanced Principles, Techniques and Practice in Expressive Arts Therapy
Study of advanced study of traditional and innovative approaches in expressive arts therapy. Emphasis on advanced applications in individual and group treatment settings. **Prerequisites:** Admission to Expressive Arts Therapy specialty, PYC 8312.

PYC 8332 Assessment Techniques in Expressive Arts Therapy
Examines tools and techniques used in diagnosis and treatment planning in expressive arts therapy. Includes use of the current edition of the DSM-IV in clinical practice and interdependence and team membership between expressive arts therapists and other behavioral and mental health professionals. **Prerequisite:** Admission to the Expressive Arts Therapy specialty, PYC 8312.

PYC 8342 Clinical Issues in Expressive Arts Therapy
Advanced study of expressive arts therapy assessment, treatment planning, and techniques as applied to selected client disorders and issues in education and clinical practice. **Prerequisite:** Admission to Expressive Arts Therapy specialty, PYC 8312.

PYC 8352 Expressive Arts Therapy Thesis/Portfolio
Capstone course covering development of professional portfolio demonstrating both a process of assessment and evaluation and creation of a product from experience as evidence of competency as a reflective practitioner. Portfolio integrates and utilizes concepts, theories, trainings and specialization gained in previous expressive arts therapy courses as well as within the Practica and Internships. **Prerequisite:** Completion of all core courses in the expressive arts therapy program.

PYC 8362 Counseling Adults I: Early to Middle Adulthood
Examines strategies for understanding, assessing, and counseling adults in young to middle adulthood, with attention to social, emotional and physical stressors specific to these adult life cycle stages and the transition between stages. Emphasis placed on the individual within a systems context (family, organization, community, culture, etc.).

PYC 8372 Counseling Adults II: Late Adulthood
Examines strategies for understanding, assessing and counseling adults in late adulthood, with emphasis on social, emotional and physical stressors specific to this adult developmental stage and related transitions, as well as on understanding the individual within a systems context.

PYC 8382 Brief Therapies
Covers clinical processes of select brief therapies (e.g., assessment, treatment planning and techniques); the application of specific brief therapies (e.g., cognitive-behavioral, solution-focused, reeducation therapy, narrative, hypnosis and strategic therapy); and implications for the measurement of success while using brief intermediate therapy throughout the life cycle. **Prerequisites:** MAPC student with a minimum of 20 semester credit hours completed in graduate counseling/psychology coursework.
PYC 8412 Integrated Clinical Theory: Trauma, Abuse and Deprivation
Integration of traditional theories of personality, pathology and dysfunction emphasizing a model for understanding the effects of trauma, abuse and deprivation in children and adults. 
Prerequisite: Admission to Trauma, Abuse and Deprivation specialty.

PYC 8422 Clinical Assessment and Treatment TAD
Examines techniques for assessing emotional health, pathology and dysfunction and time-sensitive techniques for treatment. Includes student observation and participation. 
Prerequisite: Admission to Trauma, Abuse and Deprivation specialty.

PYC 8432 Advanced Clinical Theory TAD
Continuation of PYC 8412. Examines contemporary time-sensitive clinical theory for mental health therapists. Includes applications for families and couples, sexual dysfunction and addiction, other addictive behaviors, and pathologies including violent offenders. 
Prerequisite: Admission to Trauma, Abuse and Deprivation specialty.

PYC 8442 Advanced Clinical Application TAD
Focus on advanced techniques and resources for assessing and treating the effects of trauma, abuse and deprivation on children and adults. Emphasis on holistic approach to recovery and growth. 
Prerequisite: Admission to Trauma, Abuse and Deprivation specialty.

PYC 8452 Wellness Counseling: Risk Factors, Prevention and Modification
Examines health promotion models, preventive management techniques, and models and techniques for behavior change, with focus on psychological processes and individual behaviors and lifestyles that affect a person's physical, emotional and social health. Covers stress and illness, personality and disease, high-risk populations and behaviors, and gender and cultural issues.

PYC 8462 Employee Assistance and Counseling
Exploration of issues, policies and practices related to employee assistance programs in business, education, health care, and other settings, with consideration of counseling theories and relevant counseling techniques for employee assistance programs.

PYC 8552 Advanced Special Topics in Counseling
Advanced elective graduate topics in the field of counseling.

PYC 8553 Therapeutic Communication
An examination of the communication process as the central agent in counseling psychology and mental healing; application of communication theories, processes, strategies, and techniques to normal and pathological communicative behavior.

PYC 8554 Counseling Applications of EEG Biofeedback Technology
Investigation of current applications of EEG biofeedback technology to selected non-psychotic physical, intellectual and emotional disorders.

PYC 8555 Design Project/Grant/Program Proposal
Review of procedures for program development and evaluation, preparation of a proposal and evaluation plan, and initial development of tools for a project.

PYF 7001 Graduate Counseling Seminar in Clinical Foundations
Provides an overview addressing necessary foundations in the content areas of abnormal psychology, developmental psychology and theories of personality. Introduction to APA style and format.

PYF 7132 Counseling and the Helping Professions
Examines counseling process, instruction and practice in communication skills in counseling, history, development, and practice of counseling as a profession, and how and where counseling is provided. CROSS LISTED WITH EDC 7133.

PYF 7160 Methods and Models of Research: Marriage and Family Therapy
Examination of models of research and application of scientific methods to investigate, analyze and develop solutions relative to current issues in the field of Marriage and Family Counseling.

PYF 7162 Methods and Models of Research
Examination of models of research and application of scientific methods to investigate, analyze and develop solutions relative to current issues in the field. CROSS LISTED WITH EDF 7153, HRF 7151.

PYF 8012 Professional and Ethical Issues in Counseling
Study of ethical, legal and professional concerns in the practice of counseling including preparation for the first practicum. 
Prerequisites: At least 15 semester credit hours of coursework including PYF 7122, PYC 7922 and PYC 7932. CROSS LISTED WITH EDC 8013.

PYF 8400 Practicum in Counseling I
Students enrolled in practicum meet weekly in a practicum seminar led by a faculty member. This experience provides an opportunity for the student to perform the activities of a regularly scheduled employee in a professional clinical setting and complete contact hours required for licensure.

PYF 8410 Practicum in Counseling II
Students enrolled in practicum meet weekly in a practicum seminar led by a faculty member. This experience provides an opportunity for the student to perform the activities of a regularly scheduled employee in a professional clinical setting
and complete contact hours required for licensure. 
*Prerequisite: Completion of PYF 8400.*

**PYF 8500 Internship in Counseling I**
Students enrolled in Internship meet weekly in a practicum seminar led by a faculty member. This experience provides an opportunity for the student to perform the activities of a regularly scheduled employee in a professional clinical setting and complete contact hours required for licensure. 

**PYF 8502 Master's Research Project**
Prepare thesis or other major culminating scholarly project directly related to the program of study. Approved research proposal required. *Prerequisite: PYF 7161.*

**PYF 8510 Internship in Counseling II**
Students enrolled in Internship meet weekly in a practicum seminar led by faculty member. This experience provides an opportunity for the student to perform the activities of a regularly scheduled employee in a professional clinical setting and complete contact hours required for licensure. 
*Prerequisite: Completion of PYF 8500.*

**PYF 8512 MA Comprehensive Examination**
200-question, multiple-choice examination taken at the end of the Professional Counseling graduate program. Equal number of questions given to each of the following eight areas of study:

- Human Growth and Development
- Social and Cultural Foundations and Multicultural Counseling
- Helping Relationships and Counseling Theories
- Group Counseling and Dynamics
- Career and Lifestyle Development
- Appraisal and Psychological Testing
- Research and Program Evaluation
- Professional Issues, Ethics and Practice

Structure and content of examination is similar to the National Counselor Examination (NCE) used by the Arizona Board of Behavioral Health Examiners. Registration for PYF 8512 is done in person with advisor. No academic semester credit offered for examination and grading is P/NC. Examination usually offered Saturday morning. Four hours allowed for completion.

**PYF 8520 Internship in Counseling III**
Students enrolled in Internship meet weekly in a practicum seminar led by a faculty member. This experience provides an opportunity for the student to perform the activities of a regularly scheduled employee in a professional clinical setting and complete contact hours required for licensure. *Prerequisite: Completion of PYF 8510.*

**PYF 8522 Comprehensive Examination and Portfolio in Expressive Arts Therapy**
A 200 question multiple-choice examination (see PYF 8512), selected essay questions on the history, theory and application of expressive arts therapy, and presentation of a comprehensive portfolio demonstrating the student's accomplishments in the skills and knowledge of the practice of expressive arts therapy. *No semester credit offered.*

**PYF 8553 Special Topics: Ethics**
Study of ethical, legal and professional concerns in the practice of counseling.
None
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Career Services Coordinator
Assistant Director of Financial Aid
Athletic Director, Assistant Professor of Physical Education
Director of Facility and Plant Operations
Director of Library Services

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Director of Graduate Studies, Kansas
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Associate Professor of History (Greater Kansas City); BA, University of Alabama, 1976; MA, University of Alabama, 1982; MA, University of Alabama, 1990, PhD, University of Alabama, 1997; MHL, Ottawa University, 2007.

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Instructor in Business and Academic Coordinator (Greater Kansas City); BA, Ottawa University, 1993; MS, Central Michigan University, 1996; MBA, Ottawa University, 2005; PhD, Walden University, 2006.

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Assistant Professor of Education and Director of Teacher Certification (Arizona); BA, Arizona State University, 1966; MA, Arizona State University, 1967; PhD, Arizona State University, 1978.

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Visiting Associate Professor of Biology (The College); BA, University of Minnesota, 1983; MS, University of Missouri, 1986; PhD, University of Western Ontario, 1991.

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Assistant Professor of Psychology and Human Services (Arizona); BS, Bradley University, 1988; MA, Bradley University, 1990; PhD, Saybrook Graduate School, 2005.

Joyce Caldwell (2007)
Instructor in Education (Wisconsin); BS, University of Wisconsin-Milwaukee, 1973; MA, Marquette University, 1983.

Andrew R. Carrier (1990)
Dean of Student Affairs, Associate Professor of Physical Education and Head Coach: Men's Basketball (The College); BA, Bethany College, 1981; MS, Emporia State University, 1986.

Jeanne Chinn (2006)
Assistant Professor of Theatre (The College); BS, Baker University, 1975; MFA, Lindenwood University, 1999.

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