

CUW

Adult Education

Concordia University 2011-2012 academic catalog



Inspiration *in Action*TM

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Concordia University Wisconsin admits qualified students of any age, sex, race, color, national or ethnic origin, physical or mental conditions, or developmental disability, to all the rights, privileges, programs, and activities generally accorded or made available to students at the school. Concordia University Wisconsin does not discriminate on the basis of race, color, national or ethnic origin, age, sex, physical or mental condition, or developmental disability in the administration of its admission policies, education policies, scholarship and loan programs, athletic and extra-curricular programs or other school-administered programs.

Concordia University does not discriminate on the basis of handicap. (c.f. Section 504 of the Rehabilitation Act of 1973).

CONCORDIA UNIVERSITY WISCONSIN

MISSION STATEMENT

Concordia University Wisconsin is a Lutheran higher education community committed to helping students develop in mind, body, and spirit for service to Christ in the Church and the world.

ADULT EDUCATION STUDIES

STATEMENT OF PURPOSE

Concordia University's Adult Education Studies is charged with carrying the mission of the University to the non-traditional adult student. Like the traditional degree programs, the programs in the Adult Education Studies are founded in the Christian Liberal Arts tradition of the University.

However, the program is very much tailored to the needs and unique capabilities of the adult learner. For instance, classes are offered at locations near students' homes or work. Classes are offered in an accelerated evening format. Three credits can be earned in four to six weeks (eight weeks in the Masters Program) with classes meeting once per week. In addition, students can earn credit in a variety of modalities from the traditional classroom setting to college level learning experiences obtained through their career or even hobbies.

The adult student and the traditional post high school age student differ in that the former has benefited from years of life experience and then sought the academic education, while the traditional student first receives the education and then the life experience. Thus, the needs of the adult learner are different; socialization, for instance, plays a much greater role in the academic life of the traditional student and, indeed, accounts for much of the necessity for extended contact hours. Adults, on the other hand, are interested in cutting right to the essence of a topic and are capable of processing greater amounts of material over much shorter periods of time.

We are often asked what the difference is between Concordia's programs and those of other accelerated adult degree programs. We are often asked how we get as much accomplished in a four to six week schedule as one does in a traditional semester. If one views the adult educational paradigm as merely an accelerated version of a traditional semester, then the format fails - it lacks academic integrity. If, however, one considers the paradigm as a "distance learning" or "independent study" format to which are added 16 to 24 hours of classroom experience, then one will have a better understanding of the adult learning process. **It is expected and required that the majority of the learning will occur outside the classroom through directed independent study.**

A hallmark of all adult education degree programs is a strong emphasis on the direct applicability of the course material to the students' careers. Our majors accomplish this admirably. In addition, and this is the key difference, our entire program is infused with the liberal arts conveyed in a Lutheran Christian context.

The goal in adult education is personal development. The University has identified nine competencies or areas in which this should occur: aesthetic sensibilities, communication skills, cultural understanding, numeracy, problem solving, physical development, spiritual development, scientific literacy, and citizenship. Growth in these areas occurs throughout the program of study and is measured and documented by the school's comprehensive assessment plan.

ACCREDITATION

Concordia University Wisconsin is accredited by the Higher Learning Commission and is a member of the North Central Association of Colleges and Schools. In addition, the School is accredited by the educational agencies in the states in which it has centers.

The Higher Learning Commission
230 South La Salle Street, Suite 7-500
Chicago, IL 60604-1413
312-263-0456

MAJOR: BUSINESS MANAGEMENT

The Business Management major includes study from a variety of disciplines which will enable the student to develop knowledge, skills, and attitudes to more effectively deal with managerial, human, and financial dynamics within an organization. Student learning goals for the Business Management major include:

- the ability to use critical and creative thinking skills in the business context;
- knowledge of strategic decision-making to evaluate and manage business initiatives;
- knowledge of planning, organizing, leading and controlling the resources of an organization;
- knowledge of human resource issues within the business organization;
- dynamics of the marketing function, including product planning, pricing, promotion, channel management, and competition analysis;
- ability to apply basic accounting principles and construct and interpret financial statements;
- knowledge of business financing strategies and processes.

48 Credit Major Sequence (Bachelor or Associate Degree)

| | | |
|---------|--|--------------------|
| AL 107 | Student Success Strategies | 3 credits, 4 weeks |
| AL 234* | Speech Communication | 3 credits, 4 weeks |
| AL 204* | College Writing | 3 credits, 6 weeks |
| AL 159* | Heritage of Faith | 3 credits, 5 weeks |
| AL 169 | Statistical Methods | 3 credits, 6 weeks |
| AL 356* | Critical Thinking and Creativity | 3 credits, 4 weeks |
| AL 272 | Organizational Management Principles | 3 credits, 4 weeks |
| AL 366 | Marketing Management | 3 credits, 5 weeks |
| AL 359 | Human Resource Management | 3 credits, 4 weeks |
| AL 347* | Macroeconomics | 3 credits, 6 weeks |
| AL 367 | Global Dimensions in Business | 3 credits, 4 weeks |
| AL 368 | Philosophy of Values and Ethics | 3 credits, 4 weeks |
| AL 365 | Accounting | 3 credits, 6 weeks |
| AL 346 | Business Finance | 3 credits, 6 weeks |
| AL 371 | Business Policy | 3 credits, 4 weeks |
| AL 474 | Integrative Project: The Business Plan | 3 credits, 8 weeks |

*Starred courses fulfill core requirements inside the major.

Additional Core Requirements: 32 Credits (Associate: 9 Credits)

| | |
|--|--------------------------------|
| Civilization and World Views: History (3 credits)** | Christian Doctrine (3 credits) |
| Civilization and World Views: Literature (3 credits) | Culture (3 credits)** |
| Mathematics (3 credits) | Creative Arts (3 credits)** |
| Language and Culture (3 credits) | Social Science (3 credits) |
| Physical Development (2 credits) | Lab Science (3 credits) |
| Theology Elective (3 credits) | |

**Required for Associate Degree.

Elective Requirements: 48 Credits (Associate: 7 Credits)

The Business Management major is available in an E-Learning format.

MAJOR: ACCOUNTING

The Accounting major provides adult students with the opportunity to take accounting courses in the full-length semester format along with accelerated courses in other areas of the major to complete an undergraduate degree in Accounting. Those who want to sit for the CPA exam would continue with three additional semester length undergraduate courses (ACCT360, ACCT441, and ACCT432) and graduate courses and credits toward an MBA to meet the 150 credit hour CPA requirement.

The undergraduate program leading to a 128 credit B.S. in Accounting consists of the 81 credit major sequence which includes 27 credits of semester length accounting courses and 54 credits of accelerated courses including five courses (15 credits) that also count toward the core, 32 additional credits in the core, and 15 elective credits. Semester long classes meet 2.5 hours one night per week. There is no associate degree option for this major.

Accounting Major Sequence (81 Credits)

| | | |
|---------|--------------------------------------|---------------------|
| ACCT101 | Accounting Principles I | 3 credits, 16 weeks |
| ACCT102 | Accounting Principles II | 3 credits, 16 weeks |
| ACCT223 | Managerial Accounting | 3 credits, 16 weeks |
| ACCT310 | Intermediate Accounting I | 3 credits, 16 weeks |
| ACCT311 | Intermediate Accounting II | 3 credits, 16 weeks |
| ACCT323 | Cost Accounting | 3 credits, 16 weeks |
| ACCT330 | Advanced Accounting I | 3 credits, 16 weeks |
| ACCT420 | Auditing | 3 credits, 16 weeks |
| ACCT350 | Income Tax I | 3 credits, 16 weeks |
| AL107 | Student Success Strategies | 3 credits, 4 weeks |
| AL152 | Computer Communication | 3 credits, 4 weeks |
| AL272 | Organizational Management Principles | 3 credits, 4 weeks |
| AL204* | College Writing | 3 credits, 6 weeks |
| AL345 | Business Law | 3 credits, 4 weeks |
| AL169 | Statistical Methods | 3 credits, 6 weeks |
| AL159* | Heritage of Faith | 3 credits, 5 weeks |
| AL180* | Interpersonal Communication | 3 credits, 4 weeks |
| AL355 | Management Information Systems | 3 credits, 6 weeks |
| AL128* | College Algebra | 3 credits, 6 weeks |
| AL366 | Marketing Management | 3 credits, 5 weeks |
| AL359 | Human Resource Management | 3 credits, 4 weeks |
| AL348 | Microeconomics | 3 credits, 6 weeks |
| AL347* | Macroeconomics | 3 credits, 6 weeks |
| AL368 | Philosophy of Values and Ethics | 3 credits, 4 weeks |
| AL346 | Business Finance | 3 credits, 6 weeks |
| AL367 | Global Dimensions in Business | 3 credits, 4 weeks |
| AL371 | Business Policy | 3 credits, 4 weeks |

*Core courses taken in the Major Sequence

Additional Core Requirements: 32 Credits (Accelerated)

| | |
|--|---------------------------------------|
| Civilization and World Views: History (3 credits) | Christian Doctrine (3 credits) |
| Civilization and World Views: Literature (3 credits) | Social Science (3 credits) |
| Language and Culture (3 credits) | Philosophical Foundations (3 credits) |
| Physical Development (2 credits) | Creative Arts (3 credits) |
| Theology Elective (3 credits) | Lab Science (3 credits) |
| Culture (3 credits) | |

Elective Requirements: 15 credits

| | |
|---------------|----------------------------------|
| MAJOR: | HUMAN RESOURCE MANAGEMENT |
|---------------|----------------------------------|

The Human Resource Management major develops the knowledge and skills necessary for management of the human resource function within an organization. Students develop interpersonal as well as technical skills in areas such as employment practices, staffing, compensation and benefits, training, and change management. Student learning goals for this major include the ability to:

- demonstrate effective writing, public speaking, and interpersonal communication skills;
- apply business management skills that successfully create a diverse workforce to achieve organizational goals;
- apply federal and state legislation, case law decisions, and executive orders that affect the employment relationship;
- analyze a compensation plan which describes plan objectives, salary structure and fringe benefits;
- identify need for safety plans in multiple areas related to employee health, safety, and security;
- knowledge of management techniques that integrate employee and organizational development with leadership;
- organize strategies for the recruitment, selection, training, retention, and development of employees;
- gain an understanding of the elements of strategic planning for workforce and human resource development;
- identify and describe the elements of servant leadership which apply to the work of the human resource professional.

51 Credit Major Sequence (Bachelor or Associate Degree)

| | | |
|---------|--|--------------------|
| AL 107 | Student Success Strategies | 3 credits, 4 weeks |
| AL 234* | Speech Communication | 3 credits, 4 weeks |
| AL 204* | College Writing | 3 credits, 6 weeks |
| AL 180 | Interpersonal Communication | 3 credits, 4 weeks |
| AL 159* | Heritage of Faith | 3 credits, 5 weeks |
| AL 272 | Organizational Management Principles | 3 credits, 4 weeks |
| AL 270* | Intercultural Communication | 3 credits, 4 weeks |
| AL 271* | Social Psychology in the Workplace | 3 credits, 4 weeks |
| AL 359 | Human Resource Management | 3 credits, 4 weeks |
| AL 265 | Employment and Labor Relations | 3 credits, 5 weeks |
| AL 266 | Staffing | 3 credits, 4 weeks |
| AL 267 | Compensation and Benefits | 3 credits, 6 weeks |
| AL 269 | Workplace Health and Safety | 3 credits, 4 weeks |
| AL 300 | Training and Employee Development | 3 credits, 4 weeks |
| AL 368 | Philosophy of Values and Ethics | 3 credits, 4 weeks |
| AL 472 | Managing Change | 3 credits, 5 weeks |
| AL473 | Integrative Project: Human Resource Management | 3 credits, 6 weeks |

*Starred courses fulfill core requirements inside the major.

Additional Core Requirements: 32 Credits (Associate: 9 Credits)

| | |
|--|----------------------------------|
| Civilization and World Views: History (3 credits)** | Creative Arts (3 credits)** |
| Civilization and World Views: Literature (3 credits)** | Christian Doctrine (3 credits) |
| Philosophical Foundations (3 credits) | Physical Development (2 credits) |
| Language and Culture (3 credits) | Lab Science (3 credits) |
| Mathematics (3 credits) | Citizenship (3 credits) |
| Theology Elective (3 credits) | |

**Required for Associate Degree.

Elective Requirements: 45 Credits (Associate: 4 Credits)

The Human Resource Management major is available in an E-Learning format.

| |
|----------------------------|
| MAJOR: LIBERAL ARTS |
|----------------------------|

The Liberal Arts curriculum provides core credits and electives for all career-field majors, or it stands by itself as a major or minor. The major sequence consists of integrated studies of mankind and civilization. The courses combine the history, literature, world view, great works, and major figures of each culture studied.

The goals of Liberal Arts are depth, breadth, creative thinking, and leadership development in all the disciplines and areas of the competencies. These are transferable skills that prepare the student for change and never go out of date.

Liberal Arts modules foster student development in each of the nine areas of competency that comprise the CUW curriculum: aesthetics, citizenship, communication, cultural understanding, numeracy, physical discipline, problem solving, scientific literacy, and spiritual development. In addition, the Liberal Arts major includes the following major-specific goals, enabling students better to “gauge” the world we live in by being able to:

- Gain a broad knowledge of major world cultures;
- Acquire a fundamental knowledge of world history that includes major events, themes, and persons;
- Understand the geographical, cultural, religious, and political divisions of the physical world;
- Grasp the correlation between works of literature and their historical and cultural contexts;
- Explore key philosophical movements and their relationship to Christian faith.

48 Credit Major Sequence (Bachelor or Associate Degree)

| | | |
|---------|---------------------------------|--------------------|
| AL 107 | Student Success Strategies | 3 credits, 4 weeks |
| AL 204* | College Writing | 3 credits, 6 weeks |
| AL 378 | Africa: History and Culture | 3 credits, 6 weeks |
| AL 379 | Classical Greece and Rome | 3 credits, 4 weeks |
| AL 159 | Heritage of Faith | 3 credits, 4 weeks |
| AL 381 | The World of Islam | 3 credits, 4 weeks |
| AL 382 | The Orient: History and Culture | 3 credits, 4 weeks |
| AL 384 | Medieval History and Literature | 3 credits, 4 weeks |
| AL 386 | Renaissance and Reformation | 3 credits, 4 weeks |
| AL 387* | The Age of Enlightenment | 3 credits, 4 weeks |
| AL 389 | The Romantic Age | 3 credits, 4 weeks |
| AL 390 | Modernism: 1850-1950 | 3 credits, 4 weeks |
| AL 391 | Contemporary Studies | 3 credits, 4 weeks |
| AL 285* | Historical Methods | 3 credits, 4 weeks |
| AL 103 | Music | 3 credits, 4 weeks |
| AL 158* | Science | 3 credits, 4 weeks |

*Starred courses fulfill core requirements inside the major.

Additional Core Requirements: 32 Credits (Associate: 9 Credits)

| | |
|--|--------------------------------------|
| Civilization and World Views: Literature (3 credits) | Christian Doctrine (3 credits) |
| Communication (3 credits)** | Language and Culture (3 credits) |
| Mathematics (3 credits) | Philosophical Foundation (3 credits) |
| Social Science (3 credits)** | Creative Arts (3 credits)** |
| Physical Development (2 credits) | Culture (3 credits) |
| Theology Elective (3 credits) | |

**Required for Associate Degree.

Elective Requirements: 48 Credits (Associate: 7 Credits)

| |
|--|
| MAJOR: MANAGEMENT OF CRIMINAL JUSTICE |
|--|

The Management of Criminal Justice program provides professional growth and knowledge by affording the student the opportunity to analyze critical legal, operational, and managerial issues in the criminal justice field. The curriculum is designed to develop highly-skilled individuals by providing a practical and applied course of instruction in the areas of law and management, as well as current issues impacting the field.

Student learning outcomes of the Management of Criminal Justice program include:

- Knowledge of public sector management techniques within the criminal justice system;
- Knowledge of the dynamics and development of constitutional, criminal, and administrative law, as it pertains to the management and operations of criminal justice activities, at all levels of government; federal, state and municipal;
- The ability to recognize the value and importance of ethics and how ethics applies to criminal justice professionals;
- Identify and evaluate the theories for the causes of crime and public policies that assist in the prevention of crime;
- Demonstrate an appreciation of the use of statistics in criminal justice decision making and research.

48 Credit Major Sequence (Bachelor or Associate Degree)

| | | |
|---------|-----------------------------------|--------------------|
| AL 107 | Student Success Strategies | 3 credits, 4 weeks |
| AL 310* | Constitutional Law | 3 credits, 4 weeks |
| AL 204* | College Writing | 3 credits, 6 weeks |
| AL 312 | Procedural Criminal Law | 3 credits, 4 weeks |
| AL 314 | Criminal Justice Liability Law | 3 credits, 4 weeks |
| AL 316 | Administrative Law | 3 credits, 4 weeks |
| AL 245 | Criminal Justice Research Methods | 3 credits, 6 weeks |
| AL 169 | Statistical Methods | 3 credits, 6 weeks |
| AL 322* | Criminology | 3 credits, 4 weeks |
| AL 357 | Juvenile Justice | 3 credits, 4 weeks |
| AL 318 | Mgmt. of Law Enforcement Agencies | 3 credits, 6 weeks |
| AL 320 | Public Finance and Budgeting | 3 credits, 5 weeks |
| AL 328 | Corrections in America | 3 credits, 4 weeks |
| AL 153* | Forensic Science | 3 credits, 5 weeks |
| AL 159* | Heritage of Faith | 3 credits, 5 weeks |
| AL 329 | Ethics in Criminal Justice | 3 credits, 4 weeks |

*Starred courses fulfill core requirements inside the major.

Additional Core Requirements: 32 Credits (Associate: 9 Credits)

| | |
|--|---------------------------------------|
| Civilization and World Views: History (3 credits)** | Christian Doctrine (3 credits) |
| Civilization and World Views: Literature (3 credits) | Culture (3 credits)** |
| Communication (3 credits) | Philosophical Foundations (3 credits) |
| Mathematics (3 credits) | Language and Culture (3 credits) |
| Physical Development (2 credits) | Theology Elective (3 credits) |
| Creative Arts (3 credits)** | |

** Required for Associate Degree.

Elective Requirements: 48 Credits (Associate: 7 Credits)

The Management of Criminal Justice major is available in an E-Learning format.

MAJOR: HEALTH CARE MANAGEMENT

The Bachelor or Associate of Arts in Health Care Management addresses supervisory skills essential to fields of management and administration throughout the acute, community and long term systems of care. These skills are integrated with concepts and themes from a variety of disciplines working collaboratively to understand, make decisions, and direct change within the health care setting. Opportunities to enhance personal growth and promote professional development are encouraged to help build the foundation for continued growth.

The Health Care Management Bachelor's Degree program is a State of Wisconsin approved "regular course of study," qualifying the graduate to take the Nursing Home Administrator examination. Students graduating with the Bachelors Degree in Health Care Management in states other than Wisconsin may be required to take additional classes and/or participate in an externship in order to qualify for the examination.

The goals of the Health Care Management program are to:

- Analyze health care demonstrating acceptance of individuals as holistic beings, created by God, respecting the dignity, worth, and rights of the individual;
- Synthesize knowledge from the sciences, humanities, and management theories as a basis for problem-solving and decision-making in health care;
- Evaluate research results applicable to health care practice;
- Demonstrate a willingness to work cohesively and communicate interpersonally with members of the interdisciplinary health care team
- Create a reflective self-plan for personal and professional growth;
- Recognize current trends and issues relative to health care management;
- Respect diversity within the health care community for both those who are served and the providers of care.

48 Credit Major Sequence (Bachelor or Associate Degree)

| | | |
|---------|--------------------------------------|--------------------|
| AL 107 | Student Success Strategies | 3 credits, 4 weeks |
| AL 234* | Speech Communication | 3 credits, 4 weeks |
| AL 204* | College Writing | 3 credits, 6 weeks |
| AL 159* | Heritage of Faith | 3 credits, 5 weeks |
| AL 169 | Statistical Methods | 3 credits, 6 weeks |
| AL 356* | Critical Thinking & Creativity | 3 credits, 4 weeks |
| AL 331 | Management Principles in Health Care | 3 credits, 4 weeks |
| AL 341 | Health Care Marketing | 3 credits, 5 weeks |
| AL 359 | Human Resource Management | 3 credits, 4 weeks |
| AL 365 | Accounting | 3 credits, 6 weeks |
| AL 338 | Financial Issues in Health Care | 3 credits, 6 weeks |
| AL 340 | Health Care Ethics | 3 credits, 4 weeks |
| AL 342* | Eldercare | 3 credits, 4 weeks |
| AL 334 | Strategic HC Planning and Evaluation | 3 credits, 6 weeks |
| AL 444 | Health Care Practicum | 6 credits, 8 weeks |

*Core courses taken in the Major Sequence.

Additional Core Requirements: 32 Credits (Associate Degree: 9 Credits)

| | |
|--|--------------------------------|
| Civilization and World Views: History (3 credits)** | Christian Doctrine (3 credits) |
| Civilization and World Views: Literature (3 credits)** | Culture (3 credits) |
| Mathematics (3 credits) | Citizenship (3 credits) |
| Language and Culture (3 credits) | Creative Arts (3 credits)** |
| Physical Development (2 credits) | Lab Science (3 credits) |
| Theology Elective (3 credits) | |

**Required for Associate Degree.

Elective Requirements: 48 Credits (Associate Degree: 7 Credits)

| |
|-----------------------------------|
| MAJOR: THEOLOGICAL STUDIES |
|-----------------------------------|

God reveals Himself through His Word and, to a lesser degree, through His world. The Theological Studies Major examines the Bible, God’s revealed Word, in broad introductory overviews of the Holy Scriptures (isagogics) as well as in close reading of a particular biblical book (exegetical studies). The major also studies God’s providence in history. In addition, students receive practical training in the application of their studies in ministry to others. The Theological Studies Major offers some students the opportunity for a vocation in church, either as a primary or secondary calling.

Through participation in, and upon completion of, the Theological Studies Major at Concordia University Wisconsin, students will:

- Have a greater understanding of God’s Word, the Holy Scriptures
- Appreciate the value of sound Christian doctrine based squarely on the Bible
- Develop a heightened awareness of God’s working throughout history
- Understand the relevance of God’s Word in today’s world
- Be able to apply scriptural truths in ministry to others
- Serve as effective leaders in the Church and community

Students who complete this major and wish to become certified as LCMS lay ministers should apply to the Lay Ministry TEE Certification Program. They may get application forms from the Lay Ministry office at ellen.leslie@cuw.edu or at 262-243-4343. Applicants must be of good moral character and must meet other qualifications specified by the program. They will also need to complete the remaining courses in the Theological Education by Extension (TEE) program (see the CUW Undergraduate Academic Catalog). These courses are or will be available through extension sites, by e-learning, or by correspondence courses.

48 Credit Major Sequence (Bachelor or Associate Degree)

| | | |
|---------|--|----------------------|
| AL 107 | Student Success Strategies | 3 credits, 4 weeks |
| AL 204* | College Writing | 3 credits, 6 weeks |
| AL 379* | Classical Greece and Rome | 3 credits, 4 weeks |
| AL 159 | Heritage of Faith | 3 credits, 5 weeks |
| REL 201 | The Old Testament | 3 credits, 6 weeks |
| REL 203 | The New Testament | 3 credits, 5 weeks |
| REL 383 | The Gospel of Luke | 3 credits, 5 weeks |
| AL 210* | Theology | 3 credits, 4 weeks |
| REL 204 | Biblical Theology | 3 credits, 4 weeks |
| REL 376 | Christian Ethics | 3 credits, 5 weeks |
| REL 387 | Christ’s People Through The Ages | 3 credits, 5 weeks |
| REL 233 | Communicating Bible Messages | 3 credits, 5 weeks |
| REL 229 | Religious Education for Youth and Adults | 3 credits, 5 weeks |
| REL 287 | Christian Care Giving | 3 credits, 5 weeks |
| REL 388 | Varieties of Belief OR | |
| REL 410 | World Religions | 3 credits, 5-6 weeks |
| REL 312 | Office of Professional Church Worker | 3 credits, 5 weeks |

*Core courses taken in the Major Sequence.

Additional Core Requirements: 32 Credits (Associate Degree: 9 Credits)

| | |
|--|-----------------------------|
| Civilization and World Views: History (3 credits)** | Creative Arts (3 credits)** |
| Culture (3 credits)** | Mathematics (3 credits) |
| Social Science (3 credits) | Communication (3 credits) |
| Language and Culture (3 credits) | Citizenship (3 credits) |
| Physical Development (2 credits) | Lab Science (3 credits) |
| Civilization and World Views: Literature (3 credits) | |

**Required for Associate Degree.

Elective Requirements: 48 Credits (Associate Degree: 7 Credits)

MINORS AND CERTIFICATES

Now you can add new job skills, enhance your career, broaden your education, or meet elective requirements by pursuing one of Concordia's certificate programs or adding a minor to your degree program. The certificates can be taken as a part of a degree program or can be taken independently by anyone wishing to enrich their learning. The certificates may be taken either for college credit or not-for-credit and may be offered in the Concordia classroom or at corporate sites. Courses taken not for credit may later be awarded college credit if the additional tuition is paid. For details, please call one of our admissions officers.

ACCOUNTING MINOR - 18 CREDITS

ACCT 101 Accounting Principles I
ACCT 102 Accounting Principles II
ACCT 223 Managerial Accounting
ACCT 310 Intermediate Accounting I
ACCT 323 Cost Accounting
ACCT 350 Income Tax I **OR**
ACCT 311 Intermediate Accounting II **OR**
ACCT 330 Advanced Accounting

BUSINESS MANAGEMENT CERTIFICATE OR MINOR WITH LIBERAL ARTS AND THEOLOGICAL STUDIES MAJORS - 18 CREDITS

AL 169 Statistical Methods
AL 272 Organizational Management Principles
AL 346 Business Finance
AL 347 Macroeconomics
AL 365 Accounting
AL 366 Marketing Management

MANAGEMENT OF CRIMINAL JUSTICE CERTIFICATE OR MINOR - 18 CREDITS

AL 153 Forensic Science
AL 310 Constitutional Law
AL 312 Procedural Criminal Law
AL 318 Management of Law Enforcement Agencies
AL 322 Criminology
AL 329 Ethics in Criminal Justice

CULTURAL STUDIES CERTIFICATE OR MINOR - 18 CREDITS

AL 285 Historical Methods
AL 270 Intercultural Communication **OR** Travel Study
AL 378 Africa: History and Culture
AL 379 Classical Greece and Rome
AL 381 The World of Islam
AL 382 The Orient: History and Culture

HEALTH CARE MANAGEMENT CERTIFICATE OR MINOR - 18 CREDITS

AL 331 Management Principles in Health Care
AL 334 Health Care Planning and Evaluation
AL 338 Financial Issues in Health Care
AL 340 Health Care Ethics
AL 341 Health Care Marketing
AL 342 Eldercare

BUSINESS MANAGEMENT MINOR WITH HEALTH CARE MANAGEMENT MAJOR - 18 CREDITS

AL 272 Organizational Management Principles
AL 346 Business Finance
AL 347 Macroeconomics
AL 366 Marketing Management
AL 367 Global Dimensions in Business
AL 371 Business Policy

HUMAN RESOURCE MANAGEMENT CERTIFICATE OR MINOR - 18 CREDITS

AL 265 Employment and Labor Relations
AL 266 Staffing
AL 267 Compensation and Benefits
AL 269 Workplace Health and Safety
AL 300 Training and Employee Development
AL 472 Managing Change

BUSINESS MANAGEMENT MINOR WITH HUMAN RESOURCE MANAGEMENT MAJOR - 18 CREDITS

AL 169 Statistical Methods
AL 346 Business Finance
AL 347 Macroeconomics
AL 365 Accounting
AL 366 Marketing Management
AL 371 Business Policy

BUSINESS MANAGEMENT MINOR WITH CRIMINAL JUSTICE MAJOR - 18 CREDITS

AL 272 Organizational Management Principles
AL 346 Business Finance
AL 347 Macroeconomics
AL 359 Human Resource Management
AL 365 Accounting
AL 366 Marketing Management

THEOLOGICAL STUDIES MINOR - 18 CREDITS

REL 201 The Old Testament
REL 203 The New Testament
REL 229 Religious Education for Youth and Adults
REL 233 Communicating Bible Messages
REL 287 Christian Care Giving
REL 376 Christian Ethics

THE STANDARD CORE CURRICULUM

BIBLE CONTENT

AL 159 Heritage of Faith
AL 159 Heritage of Faith (EL)

CHRISTIAN DOCTRINE

AL 210 Theology
AL 210 Theology (EL)
REL 204 Biblical Theology

CITIZENSHIP

AL 235 Voices in Democracy (EL)
AL 284 Civil War (EL)
AL 310 Constitutional Law
AL 310 Constitutional Law (EL)
AL 347 Macroeconomics
AL 387 The Age of Enlightenment
ECON 200 General Economics (EL)

CIVILIZATION AND WORLD VIEWS: HISTORY

AL 161 World History
AL 161 World History (EL)
AL 285 Historical Methods

CIVILIZATION AND WORLD VIEWS: LITERATURE

AL 105 Literature
AL 136 Literary Visions (EL)

COMMUNICATION

AL 180 Interpersonal Communication
AL 180 Interpersonal Communication (EL)
AL 234 Speech Communication

CREATIVE ARTS

AL 102 Art
AL 103 Music
AL 103 Music (EL)
AL 206 American Cinema (EL)
AL 208 Art of the Western World (EL)

CULTURE

AL 270 Intercultural Communication
AL 270 Intercultural Communication (EL)
AL 286 Faces of Culture (EL)
AL 377 Americas (EL)
AL 378 Africa: History and Culture
AL 381 The World of Islam
AL 382 The Orient: History & Culture*

LAB SCIENCE

AL 153 Forensic Science
AL 175 Intro to Environmental
Science (EL)
AL 158 Science
AL 330 World of Chemistry (EL)

LANGUAGE

AL 201 English Language
AL 391 Contemporary Studies

MATHEMATICS

AL 125 Mathematics
AL 125 Mathematics (EL)
AL 128 College Algebra

PHILOSOPHICAL FOUNDATIONS

AL 356 Critical Thinking & Creativity
AL 356 Critical Thinking & Creativity (EL)
AL 379 Classical Greece and Rome
AL 390 Modernism: 1850-1950

PHYSICAL DEVELOPMENT

AL 275 Fit and Well (2 cr)

SOCIAL SCIENCE

AL 271 Social Psychology in
the Workplace
AL 271 Social Psychology in
the Workplace (EL)
AL 322 Criminology
AL 342 Eldercare
AL 342 Eldercare (EL)
AL 424 Abnormal Psychology (EL)
JPP103 Criminology (EL)

THEOLOGY ELECTIVE

REL 388 Varieties of Belief (EL)*
AL 395 Life of Christ
REL 410 World Religions*
REL 229 Religious Education for Youth
and Adults
REL 233 Communicating Bible Messages
REL 287 Christian Care Giving
REL 312 Office of the Professional
Church Worker
REL 376 Christian Ethics
REL 383 The Gospel of Luke
REL 387 Christ's People through the Ages

WRITING

AL 204 College Writing
AL 204 College Writing (EL)

Modules required in the major sequence do not fulfill additional core required outside the major.

*No duplication between REL 388 and REL 410.

(EL) = E-Learning

THE ADVANCED TRANSFER CORE

HUMANITIES/THE ARTS

AL 102 Art
AL 103 Music
AL 103 Music (EL)
AL 105 Literature
AL 136 Literary Vision (EL)
AL 161 World History
AL 161 World History (EL)
AL 201 English Language
AL 206 American Cinema (EL)
AL 208 Art of Western World (EL)
AL 284 Civil War (EL)
AL 285 Historical Methods
AL 356 Critical Thinking/Creativity
AL 356 Critical Thinking/
Creativity (EL)
AL 379 Classical Greece and Rome
AL 384 Medieval History & Literature
AL 386 Renaissance & Reformation
AL 389 The Romantic Age
AL 390 Modernism: 1850-1950
AL 391 Contemporary Studies

MATHEMATICS & COMMUNICATION

AL 125 Mathematics
AL 125 Mathematics (EL)
AL 128 College Algebra
AL 204 College Writing
AL 204 College Writing (EL)

SCIENCE

AL 153 Forensic Science
AL 175 Intro to Environmental
Science (EL)
AL 158 Science
AL 330 World of Chemistry (EL)

SOCIAL SCIENCE

AL 235 Voices in Democracy (EL)
AL 270 Intercultural
Communication
AL 270 Intercultural
Communication (EL)
AL 271 Social Psychology in
the Workplace
AL 271 Social Psychology in
the Workplace (EL)
AL 286 Faces of Culture (EL)
AL 310 Constitutional Law
AL 310 Constitutional Law (EL)
AL 322 Criminology
AL 340 Health Care Ethics
AL 342 Eldercare
AL 342 Eldercare (EL)
AL 347 Macroeconomics
AL 377 Americas (EL)
AL 378 Africa: History and Culture
AL 381 The World of Islam
AL 382 The Orient: History & Culture
AL 387 The Age of Enlightenment
AL 424 Abnormal Psychology (EL)
ECON 200 General Economics (EL)
JPP103 Criminology (EL)

BIBLE CONTENT

AL 159 Heritage of Faith
AL 159 Heritage of Faith (EL)

CHRISTIAN DOCTRINE

AL 210 Theology
AL 210 Theology (EL)
REL 204 Biblical Theology

Transfer Core Requirements:

| | |
|-----------------------------|-----------|
| Social Sciences | 9 Credits |
| Humanities and The Arts | 6 Credits |
| Mathematics & Communication | 6 Credits |
| Theology | 6 Credits |
| Science | 3 Credits |

Total Transfer Core Requirement **30 Credits**

- All students holding an accredited Associate Degree would be granted **Advanced Transfer** status.
- Students presenting at least 63 acceptable transfer credits from an accredited college (but not holding an associate degree) would be granted **Advanced Transfer** status.

(EL) = E-Learning

TRANSFER CREDITS

A student's grade point average on the Concordia transcript will be based on the credits taken after entering the Adult Education Studies Program. It does not include the GPA for coursework taken prior to entering Concordia. College level courses in which the student earned a "C-" or better will be accepted in transfer from regionally accredited colleges and universities. There is a maximum of 80 credits allowed for transfer.

NON-TRADITIONAL APPROACHES TO EARNING CREDIT

Prior approval must be obtained before enrolling in any of the options listed below. All transcripts must be on file at Concordia to ensure there will be no duplication of coursework.

E-Learning Courses are available to our undergraduate students through the E-Learning office at Concordia. These courses may appeal to students who prefer self-study to classroom participation, or who missed out on a course needed with their cohort. The tuition is the same as other adult education courses, and books are included in the cost. For more information on courses offered in this format please contact the office of E-Learning at 262-243-4442.

Independent Study allows students to develop a course of study in a subject area for which there is not already a module or credits on the student's transcript. Through the completion of the proposal, the student will state goals and objectives, materials to be used, and means of assessing the learning. An advisor will be assigned to the study. It is the responsibility of the advisor to supervise the completion of the study and to report to Concordia satisfactory completion of the work, at which time credit will be awarded.

Travel Studies Travel study opportunities are offered every year and are available to traditional and adult students alike. Over the past few years destinations have ranged from Italy, to London, the Caribbean, China, France, and Africa. Participants should contact the sponsor of the trip directly to obtain the necessary forms. To register for the accompanying course credit, if desired, the student should contact the center that they attend to obtain the correct course code. Credit can be applied to the elective or, in some cases, the core area. Undergraduate students may be eligible for up to \$1000 in grant money if they have earned at least 60 credits at Concordia. Grant applications must be submitted the year before the trip.

Portfolio Assessment of experiential learning allows students to document college-level knowledge and competence acquired outside a classroom setting. Portfolio Development Workshops are periodically conducted at each center and an online portfolio workshop is also available. During these sessions the students are guided through the process of determining what constitutes college-level learning, the process of developing each petition for credit, and the means to use for providing documentation. Portfolio credits apply only to the elective area, though 2 of the 21 credits may apply to the physical development core requirement. For an AA degree, a maximum of 7 credits may be applied toward that degree. For a BA degree, a maximum of 21 of the required elective credits may be earned through the portfolio. A per credit fee is charged for portfolio credit requests.

College Level Examination Program (CLEP) and Defense Activity for Non-Traditional Education Support (DANTES) These programs serve students who want recognition for college level achievement acquired outside the conventional classroom. Check with your director for test centers in your area. Students must complete a Transfer Request Form so that the individual record can be checked to be sure that the proposed credits will be accepted. Students will need to allow at least two weeks for these requests to be processed. To receive credit for either CLEP or DANTES tests students may not have credit for similar coursework on their transcripts. CLEP and DANTES credits are **not** accepted for Core credit, except in the areas of Physical Development and Mathematics.

ACE (American Council on Education), and **PONSI (National Program on Non-collegiate Sponsored Instruction)** are organizations which validate for-credit coursework completed through non-collegiate education and training programs. The student must have official copies of the educational transcripts sent to Concordia.

LOMA (Life Office Management Association) and **AIB (American Institute of Banking)** provide means to receive college credit for company training professional development programs through an employer. The student must have official copies of the educational transcripts sent to Concordia.

Military Credits are granted based on the evaluation of an official AARTS or SMART transcript, or for military service prior to 1981, DD 214 documentation.

ADMISSION PROCEDURE

APPLICATION PROCESS

1. Attend an Information Session or personal appointment with a program representative.
2. Complete the Application Form and submit it along with the \$50 application fee to the director of the Center you plan to attend. This form is also available online.
3. Request that official transcripts from all colleges or universities attended be sent directly to the Center at which you are enrolling. In cases where the student has less than 12 transferable credits, a high school transcript must also be requested.
4. Prospective students for whom English is not their native language must submit scores from the Test of English as a Foreign Language (TOEFL). The exam is now computer based, and a score of 173 is required for admission.

TYPES OF ADMISSION

Full Admission The student has met all requirements and the student's file is complete.

Tentative Admission For one term only, the student's file is incomplete at the time class starts. This may be due to a delay in receipt of transcripts or financial aid. When the file is complete, the student will be given full admission and is eligible to continue with Term Two. If the file is not complete by the end of Term One, or the evaluation shows deficiencies, the student is not eligible for Term Two and will automatically be dropped from the class. Subsequently, when all required documents are on file, the student may apply for re-entry.

Special Student Status – Non Degree Seeking Students not seeking to receive a degree may enroll in courses at Concordia. One such example would be a student who has a Bachelor's or higher degree or is currently enrolled in another Bachelor's Degree program, and wishes to enroll in individual courses. Another type of special student would be one who enrolls in a certificate program.

REGISTRATION AND PAYMENT OPTIONS

- A. Students must make a \$75 non-refundable deposit when they are accepted into the program to secure their place in the class. This amount is a down payment on the tuition and not an additional fee. This deposit is required whether or not the student will be receiving financial aid or corporate reimbursement.
- B. Payment for each module is due on or before the first night of class. Payment is due whether or not the student will be receiving financial aid or corporate reimbursement. Occasionally, financial aid will not be available before the first course, nor will most companies pay for courses before they are completed. Consequently, students might plan on covering the first course from personal funds. When that is not possible, special arrangements can be made with the business office.
- C. The books and materials for the first module will be distributed at the orientation session, provided that the tuition deposit has been made.

READMISSION POLICY

Students who wish to resume their studies after an absence of a year or more will re-enter the program under the rules and regulations of the current catalog. A new evaluation form will be completed at that time. Any new course requirements in either the major or the core must be met.

ACADEMIC REQUIREMENTS

Students must maintain at least a 2.0 GPA (CUW grades only) to be considered in good academic standing and to graduate. If a student's GPA falls below 2.0 at the end of a term, s/he is placed on academic probation. After two consecutive terms below 2.0, a student may be removed from the program.

An academic dismissal may be appealed to the Center Director who will collaborate with CUW's Chief Academic Officer or designee and the appropriate Dean to determine the merit of the appeal. Dismissed students must wait at least six months before reapplying to the University; during which time they should address their deficiency and then be able to demonstrate that the deficiency has been removed (testing, a life change, course work at another university, etc.) in their application.

GRADING

The following grade point systems is used in connection with these grades:

| | | |
|-------------------------|-------------------------|-------------------------|
| A — equals 4.00 points | B- — equals 2.67 points | D+ — equals 1.33 points |
| A- — equals 3.67 points | C+ — equals 2.33 points | D — equals 1.00 points |
| B+ — equals 3.33 points | C — equals 2.00 points | D- — equals .67 points |
| B — equals 3.00 points | C- — equals 1.67 points | F — equals 0.00 points |

A candidate who achieves a cumulative grade point average of 3.90 or better will be graduated Summa Cum Laude; one who achieves a cumulative grade point average of 3.80 or better will be graduated Magna Cum Laude; and one who achieves a cumulative grade point average of 3.60 or better will be graduated Cum Laude.

DROPS

Students who withdraw before the first class session, but within two weeks before the class, will be assessed a \$50 drop fee plus a charge for books not returned in good condition. Students who withdraw after the first week of class but before the second week will be charged 25% of the class tuition. If a student drops a module after the second session, he or she will receive a "F" or a "W/F." There will be no refund for those withdrawing after the second class session. The student may be allowed to retake the course at no charge at a future date. The no-charge retake option will be limited to one per module and one per academic year (July 1st through June 30th). The retake must be completed within twelve months of the end of the original course.

For E-Learning courses, students have 12 weeks from registration in which to complete the course and must turn in the first assignment in the first 4 weeks. A \$50 registration fee will be assessed if the student fails to complete the first assignment in the 4 week deadline and will be administratively withdrawn from the course. If a student wishes to drop an E-Learning course after the 1st assignment and before the 2nd assignment, the student will receive a 50% refund of tuition. If a student wishes to drop after the 2nd assignment is turned in, there will be no refund of tuition.

E - LEARNING

Business Management, Criminal Justice, Health Care Management and the Human Resource Management Degree Programs are now being offered in an E-Learning format. This format is fully taught online.

Degree requirements are met by completing the online course content. The student will work one on one with their instructor submitting all assignments online. Many exams are taking fully online and other courses may require the exam to be proctored at a test site set up near the student.

All students that wish to take an online course or their whole program online will need to complete an online orientation. This orientation will walk you through the expectations of online learning, how to work in an online environment and test your computer for all the needed programs in order to be successful in this format.

Tuition/Textbooks Tuition for EL courses is the same as on campus courses. Once your registration has been processed, you will receive an email with instructor information, and instructions on how to access your course in ANGEL and how to order your texts online.

Registration/Course Guidelines Once you register for an EL course, you will have four weeks in which to order your textbooks and turn in your first assignment. If the first assignment is not turned in within the first four weeks, a NON-REFUNDABLE \$50 registration fee will be charged to your account and you will be given an administrative withdrawal for the course.

Each course is to be completed in 8-10 weeks. You have up to 12 weeks from registration to finish the course. Please note the following timetable:

4 weeks after registration: Must have started class. An administrative withdrawal will be given if there is no record of the first assignment turned in and the \$50 registration fee will be nonrefundable.

12 weeks after registration: A failing grade (F) will be assigned if course is not completed by this time. The student must request an extension from their instructor for special circumstances. Up to 4 weeks more can be granted.

Refund Policy If a student wishes to withdraw from a class after the first assignment has been completed but before the second assignment is turned in, there will be a 50% refund of tuition. If the student wishes to withdraw from a class anytime after the second assignment is turned in, there will be NO REFUND OF TUITION.

Financial Aid Recipients Students receiving financial aid must be enrolled and have turned in one or more assignments in at least 6 credits each term to qualify for halftime status.

ABSENCES AND TARDINESS

Because modules in the program are only four to six weeks in length, **it is required that students attend each session.** If emergency circumstances dictate missing a session, please notify the center staff and the instructor. If absence patterns develop, students may be asked to meet with the center/program director to justify their continued participation in the program.

Students are expected to attend all class periods of the courses for which they have registered. Absence from a course may result in a lower grade, depending on the professor's grading policy. The determination of what constitutes excessive absence in any course rests with the professor conducting that course.

FINANCIAL AID

Concordia University offers Federal Title IV funding for Federal grants and the Federal Subsidized and Unsubsidized Loan programs. Students must complete the “Free Application for Federal Student Aid” (www.fafsa.ed.gov) each academic year to gain eligibility for any of these financial aid options.

FEDERAL PELL GRANT – This federal grant is awarded to undergraduate students on the basis of financial need and is prorated per class enrollment. The maximum amount of this grant per year is \$5550.

FEDERAL DIRECT SUBSIDIZED LOAN – This federal loan may be offered up to \$5,500 per year depending on financial need and grade level. It accrues no interest until repayment which begins 6 months after separation from the University or when a student is enrolled less than half time (6 credits). The interest rate for the 2011-2012 academic year is at a fixed rate of 4.5%. A net Origination and Guarantee Fee of ½ % is deducted from the disbursement.

FEDERAL DIRECT UNSUBSIDIZED LOAN – This federal loan is an additional loan for educational expenses of up to \$7,000 per year depending on eligibility and grade level. Interest with a fixed rate of 6.8% begins when the loan is disbursed. A net Origination and Guarantee Fee of ½ % is deducted from the disbursement. Payments may be deferred while the student is enrolled but note that interest accrues during this time. Repayment with interest begins 6 months after separation from the University or when enrollment drops to less than half time (6 credits).

VETERANS BENEFITS – Veteran students can check on their eligibility for benefits by calling the Veterans Affairs Office in St. Louis at 888-442-4551. Students may research useful information concerning veteran benefits at the Concordia University website. Click on “resources.” Students attending campuses outside of Wisconsin should contact their Center Directors for more information. All other students may contact Barb Ellmaker, the Certifying Official at the Mequon Center, at 262-243-4350.

EMPLOYEE REIMBURSEMENT – Many employers offer tuition reimbursement for students advancing their education. Students using Employer Reimbursement must have either the payment for each class or have financial aid in place on the start day of the class.

Eligibility for Financial Assistance for the 2011-2012 academic year:

A student is considered independent for financial aid eligibility if any one of the following questions can be answered “yes”:

1. Were you born before January 1, 1988?
2. As of today, are you married? (Also answer “yes if you are separated but not divorced.)
3. At the beginning of the 2011-2012 school year, will you be working on a master’s or doctorate program (such as MA, MBA,,MD, JD, PhD, EdD, graduate certificate, etc)?
4. Are you currently serving on active duty in the U.S. Armed Forces for purposes other than training?
5. Are you a veteran of the U.S. Armed Forces?
6. Do you have children who will receive more than half of their support from you between July 1, 2011 and June 30, 2012?
7. Do you have dependents (other than your children or spouse) who live with you and who receive more than half of their support from you, now and through June 30, 2012?
8. At any time since you turned age 13, were both your parents deceased, were you in foster care or were you a dependent or ward of the court?
9. Are you or were you an emancipated minor as determined by a court in your state of legal residence?
10. Are you or were you in legal guardianship as determined by a court in your state of legal residence?
11. At any time on or after July 1, 2009 did your high school or school district homeless liaison determine that you were an unaccompanied youth who was homeless?
12. At any time on or after July 1, 2009 did the director of an emergency shelter or transitional housing program funded by the U.S. Department of Housing and Urban Development determine that you were an unaccompanied youth who was homeless?
13. At any time on or after July1, 2009, did the director of a runaway or homeless youth basic center or transitional living program determine that you were an unaccompanied youth who was homeless or were self-supporting and at risk of being homeless?

Independent students may qualify for the following amounts of student loans:

| | | Subsidized | Unsubsidized |
|---------------------------|-------------------|-------------------|---------------------|
| Credits earned 0-29 | \$9,500 annually | \$3,500 | \$6,000 |
| Credits earned 30-59 | \$10,500 annually | \$4,500 | \$6,000 |
| Credits earned 60 or more | \$12,500 annually | \$5,500 | \$7,000 |

COURSE DESCRIPTIONS

ACCT 101/101EL ACCOUNTING PRINCIPLES I Emphasis is placed on the process of identifying, measuring, recording, and communicating the economic events of an organization. Areas of coverage include ethics; the accounting cycle (manual and computerized); financial statements presentation & analysis; merchandising; internal controls; cash; receivables; and long-lived assets. 3 credits.

ACCT 102/102EL ACCOUNTING PRINCIPLES II is a continuation of ACCT 101 (Accounting Principles I). Topics of corporate operations are covered including capital stock and dividend transactions, stockholders' equity, and bond financing. The statement of cash flows, financial statement analysis, and partnerships as a form of business are also studied. The final third of the course is devoted to the introduction to managerial accounting. Prerequisite: ACCT 101. 3 credits.

ACCT 223 MANAGERIAL ACCOUNTING covers procedures for measuring managerial performance, developing budgets in the process of planning, and control within an organization. Emphasis is placed on the function and interpretation of accounting information for decision making by management. Prerequisite: ACCT 102 (or by permission of the instructor); sophomore standing. 3 credits.

ACCT 310 INTERMEDIATE ACCOUNTING I builds on the accounting foundation established in Principles of Accounting I and II. The course provides an in-depth study of the conceptual and technical issues surrounding the recording and reporting standards set forth by Generally Accepted Accounting Principles (GAAP). Prerequisite: ACCT 102 and 102 (or by permission of the instructor); sophomore standing. 3 credits.

ACCT 311 INTERMEDIATE ACCOUNTING II extends the students an in-depth study of the conceptual and technical issues surrounding the recording and reporting standards set forth by GAAP and international accounting standards. Research using the FASB codification research system is emphasized. Topics include long-term debt; equity; earnings per share; leases; pensions; income taxes; revenue recognition; investments; accounting changes; and the statement of cash flows. Prerequisite: ACCT 310 (or by permission of the instructor); sophomore standing. 3 credits.

ACCT 323 COST ACCOUNTING emphasizes cost management with a strategic focus. Topics include job and process costing; activity-based costing; balanced scorecard; budgeting; cost estimation; variance analysis; strategic performance measurement; quality control; pricing; and business valuation. Prerequisite: ACCT 223. 3 credits.

ACCT 330/330EL ADVANCED ACCOUNTING I is the study of accounting principles; theory and research for the purpose of recording and reporting business information. Topics include SEC reporting; foreign currency issues; derivative securities; interim financial reporting; partnerships; accounting for state and local governments; not for profit entities and bankruptcy and reorganization. Prerequisite: ACCT 311. 3 credits

ACCT 350 INCOME TAX I presents the history of federal income taxation and covers the taxation of personal income. Emphasis is focused on the determination of gross income, adjusted gross income, deductions, credits, and consequences of property transactions. Tax policies and procedures reviewed relate to the Internal Revenue Code and interpretations of the Internal Revenue Service. Prerequisite: ACCT 311. 3 credits.

ACCT 360 INCOME TAX II studies partnership, fiduciary, and corporation income tax laws for proper treatment of various types of income, deductions, the consequences of ownership interests, and the application of various rates to taxable situations. Covers the administrative procedures for protests, refunds, and giftstate taxes. Prerequisite: ACCT 350. 3 credits.

ACCT 420/420EL AUDITING presents the theory; concepts and techniques utilized by independent auditors; covers professional ethics and legal relationships; evaluating and reporting on internal control as it applies to the planning and implementation of the audit process; and formulating substantive testing procedures from a study and analysis of required auditing objectives and internal control structure. Prerequisites: C or higher in ACCT 311. 3 credits

ACCT 432 GOVERNMENTAL AND NOT-FOR-PROFIT ACCOUNTING emphasizes the different characteristics of governmental and not-for-profit organizations. Topics include accounting for state and local government entities and the role of the Governmental Accounting Standards Board (GASB); the accountability for public funds; and accounting and financial reporting in the not-for-profit sector. Prerequisites: ACCT 310 or permission of instructor. 3 credits

ACCT 441 MERGERS AND ACQUISITIONS covers the study of business combinations and includes the equity method of accountings; variables interest entities; special purpose entities; joint ventures; and consolidated financial statements. Prerequisite: ACCT 311. 3 credits

AL 095 INTRODUCTION TO WRITING: ENGLISH GRAMMAR, AND WRITTEN RESPONSES will focus on grammar in essays and written responses for accelerated, adult courses. Beginning with coverage of paragraph and essay organization, it will continue through critical writing and responding for different purposes. 3 credits, 6 weeks.

AL 096 BASICS FOR MATHEMATICS studies the basics of mathematics including fractions, decimals, ratio and proportion, percents, basics of descriptive statistics and probability, graphing calculator use, introductory algebra concepts, the use of mathematics in solving real life problems, and geometry. 3 credits, 6 weeks.

AL 102 ART investigates the nature of quality and qualitative valuing. The making of art and the response to it are considered through four disciplines: art production, art history, art criticism, and aesthetics. 3 credits, 4 weeks.

AL 103/103EL MUSIC is designed to prepare students intellectually and emotionally for satisfying musical experiences and to provide the students with the vocabulary and insight to critique and discuss musical compositions and performance. 3 credits, 4 weeks.

AL 105 LITERATURE examines genres and forms of writing including short fiction, poetry, drama, and non-fiction. Students will work with both written and oral analysis. They will learn about contemporary techniques of criticism and terminology common to each genre. 3 credits, 4 weeks.

COURSE DESCRIPTIONS

AL 107 / 107EL STUDENT SUCCESS STRATEGIES engages students in cultivating the abilities necessary for academic and professional success, including study and research skills, learning styles, use of technology, and critical thinking skills. 3 credits, 4 weeks.

AL 122 ALGEBRA examines the basics of algebra including solving linear and quadratic equations, inequalities, exponents, polynomials, radicals, functions, and the graphing of linear equations and functions. Prerequisite: AL 096 or acceptable test score. 3 credits, 4 weeks.

AL 125 / 125EL MATHEMATICS studies problem solving, size and shape, growth, measurement and geometry, patterns, probability, statistics, street networks, planning and scheduling, and linear programming. A knowledge of high school algebra and geometry is required. Prerequisite: AL 122 or AL 096 or acceptable test score. 3 credits, 6 weeks.

AL 128 COLLEGE ALGEBRA examines linear, quadratic, polynomial, exponential and logarithmic functions and their graphs, asymptotes and end-behavior of functions, inverse functions, systems of equations, and applications of these. Prerequisite: MATH 121, AL 122, or two years of college preparatory algebra at the secondary level. 3 credit hours.

AL 136EL LITERARY VISIONS brings literature to life with dramatizations of individual works and readings of literary passages. This introduction to literature incorporates both contemporary and traditional works in its selection of literary texts. It also places a strong emphasis on writing about literature as a way for students to learn and use advanced compositional techniques. 3 credits, maximum 16 weeks.

AL 152 COMPUTER COMMUNICATION introduces the basic concepts of the use of the computer in business, management, and in communication. Students will become aware of the main applications programs available, including word processors, spreadsheets, databases, and presentation packages. Uses of the Internet for research will also be explored. 3 credits

AL 153/153EL FORENSIC SCIENCE provides the student with a general understanding of physical scientific methods utilized in criminal investigative operations. Using the laboratory method of instruction, the course will expose the student to current advances in criminalistics such as DNA identification. 3 credits, 5 weeks.

AL 175/175EL INTRODUCTION TO ENVIRONMENTAL SCIENCE Environmental Science introduces students to vocabulary, major concepts, and contemporary issues related to the natural world and human interaction with it. 3 credits.

AL 158 SCIENCE studies the empirical methods and quantitative techniques used by scientists. In addition, this course will view science with regard to its philosophic reasoning, historic development, and its unique character and limitations as an intellectual discipline. A knowledge of high school level algebra is required. Lab included. Prerequisite: AL 122 or 125. 3 credits, 4 weeks.

AL 159 / 159EL HERITAGE OF FAITH examines the faith stance of various biblical personalities as well as various literary forms used by biblical authors to enable the student to read the Bible with a more profound grasp of its message as well as a deeper appreciation of its role in the literature of the Western world. 3 credits, 5 weeks.

AL 161 / 161EL WORLD HISTORY presents an overview of the history of Western Civilization - its basic chronology, major events and themes. Students will explore various eras by reading assorted historical documents. 3 credits, 5 weeks.

AL 169 / BUS 315EL STATISTICAL METHODS studies the terminology, methodology, and body of knowledge in statistics. Topics such as means, median, variation, probabilities, correlation and regression will be covered in this module. Prerequisite: AL 122 or AL 096 or acceptable test score. 3 credits, 6 weeks.

AL 175EL INTRO TO ENVIRONMENTAL SCIENCE introduces students to vocabulary, major concepts, and contemporary issues related to the natural world and human interaction with it. 3 credits.

AL 180 / 180EL INTERPERSONAL COMMUNICATION focuses on the role of self-concept, perception, nonverbal behaviors, listening, self-disclosure, power, gender, and conflict within relationships in the workplace, community and home. Everyday negotiation skills are developed within the context of interpersonal conflict management. 3 credits, 4 weeks.

AL 201/201EL ENGLISH LANGUAGE examines the basic structure of standard written English and elements of style in written composition. Activities will help students gain mastery in the conventions of English usage, explore the relationship between language and thought, and apply rhetorical principles in their own reading and writing. The course will also function as an introduction to linguistics, including attention to semantics, semiotics, and the cultural role of language. 3 credits, 4 weeks.

AL 204 / 204EL COLLEGE WRITING provides a variety of challenging writing tasks addressing a number of vital ideas and issues. Through critical reading and discussion of essays written by influential thinkers such as Niccolo Machiavelli, Martin Luther King, Jr., and Virginia Woolf, students learn to write thoughtful, logical, creative essays. Students develop editing, critical thinking, peer evaluation and research skills. One research paper is required. Prerequisite: AL 095 or acceptable assessment score. 3 credits, 6 weeks.

AL 206EL AMERICAN CINEMA introduces basic issues related to the phenomenon of American cinema. It looks at American film history from the 1890's through the 1990's, but it does not explore this history in a purely chronological way. It is a cultural history which focuses on topics and issues more than on what happened when. It also explores how Hollywood films work technically, aesthetically, and culturally to reinforce and challenge America's national self-image. 3 credits.

AL 208EL ART OF THE WESTERN WORLD relates the history of the Western visual tradition from the Classical period to the present time. Through lectures, visualization, and personal readings, students will learn to understand the principles behind the various periods and movements. 3 credits, maximum 16 weeks.

AL 210 / 210EL THEOLOGY challenges the student to think theologically, yet concretely. Biblical, doctrinal, moral, and practical theology will be surveyed. This course will draw from various traditions, but a biblical foundation in the Christian tradition will be most prominent. Theological principles are applied to contemporary social and cultural issues. Prerequisite: AL 159. 3 credits, 4 weeks.

COURSE DESCRIPTIONS

AL 234 SPEECH COMMUNICATION focuses on oral communication between the speaker and audience. Ethical speaking and critical thinking skills are developed as students gather information, organize, style, practice, and deliver formal speeches. The ability to speak with confidence is further developed through informal speech exercises. Topics include listening, research and use of visual aids. Application to workplace and community settings is emphasized. No duplication with AL 100 Public Communication. 3 credits, 4 weeks.

AL 235EL VOICES IN DEMOCRACY introduces the student to the study of American government, its structure, processes and actors. Students will examine the operations of the federal government as well as the roles of state and local governments. Also, the course will examine the role of the media and of public interest groups in American politics, as well as the nature of the electoral process. 3 credits.

AL 245 / 245EL CRIMINAL JUSTICE RESEARCH METHODS will acquaint the student with the various research skills and methods used in this discipline. Both quantitative and qualitative research strategies will be discussed, as well as issues in measurement, research design, and hypothesis formation. 3 credits, 6 weeks.

AL 250 NONPROFIT MANAGEMENT PRINCIPLES provides a foundation to introduce students to the strategic areas and fundamental skills for nonprofit sector success in a managerial role. Students will gain a general understanding of nonprofit practices, human resource development, organizational development and strategic management. 3 credits, 4 weeks.

AL 265 / 265EL EMPLOYMENT AND LABOR RELATIONS develops an appreciation for the application of federal laws, regulations and legal precedence affecting the employment relationship. Students examine major labor and employment topics such as the National Labor Relations Act and the major federal discrimination laws impacting union and non-union environments. Prerequisite: AL 359 Human Resource Management. 3 credits, 5 weeks.

AL 266 / 266EL STAFFING introduces students to the principles and functions of staffing to enable the design and management of a successful staffing process, including legal compliance, internal and external recruitment, interviewing and retention. Prerequisite: AL 359 Human Resource Management. 3 credits, 4 weeks.

AL 267 / 267EL COMPENSATION AND BENEFITS considers financial reward systems including relevant theoretical and legal perspectives, performance evaluation, wage equity and benefit plans. Prerequisite: AL 359 Human Resource Management. 3 credits, 6 weeks.

AL 269 / 269EL WORKPLACE HEALTH AND SAFETY will provide students with the basic knowledge and principles of the field of occupational safety and health. This course is designed to provide students with an understanding and appreciation for the fundamental safety technology and management needs of the safety director. Prerequisite: AL 359 Human Resource Management. 3 credits, 4 weeks.

AL 270 / 270EL INTERCULTURAL COMMUNICATION provides students with an opportunity to develop communication skills necessary for a diverse workforce. In this course students come to understand intercultural communication by discussing language, stereotypes, behavior and patterns. Students develop the ability to apply cultural concepts to modern business situations and relate across cultures within that setting. 3 credits, 4 weeks.

AL 271 / 271EL SOCIAL PSYCHOLOGY IN THE WORKPLACE introduces students to the study of persuasion, conformity, and social influence through exploration of perception, cognition, self-justification, and small group behavior. The course uses the workplace as the context in which these concepts are explored. Students learn how an individual's thoughts, feelings, and behaviors are influenced by others and learn methods social scientists use to study human behavior. 3 credits, 4 weeks.

AL 272 / 272EL ORGANIZATIONAL MANAGEMENT PRINCIPLES engages students in the art and science of management within an organization. The four functions of management, organizing, leading, planning and controlling, are considered in light of individual, group and organizational dynamics. Not open to students who have taken AL 352 Organizational Behavior or AL 358 Principles of Management. 3 credits, 4 weeks.

AL 275 FIT AND WELL: ENHANCING ADULT HEALTH THROUGH ACTIVITY explores various ways physical activity positively impacts one's life. Wellness areas include fitness, stress reduction, recreation, and other health enhancing topics. Personal assessment and goal setting is included. Students need to complete health questionnaire before the first night of class. Course meets 3 hours per session for six weeks. 2 credits, 6 weeks.

AL 282EL HOW ADULTS LEARN introduces the psychology of learning and various theories of adult development. This one credit online course serves as an introduction to college thinking and learning or as a reflective culmination of the college experience. 1 credit.

AL 284EL THE CIVIL WAR explores the time period 1861-1865 when the United States was rent apart by the bloodiest and most divisive war in American history. The course examines the conflict which helped politically, socially, and economically to define the United States. Focusing on military and civilian angles, the course allows the student to examine an important aspect of history and the stories of individuals. 3 credits.

AL 285 HISTORICAL METHODS examines the nature of history, philosophies, and methodologies of major historians. Readings include selections from Thucydides to contemporary oral historians. Student presentations and essays will include problems in knowledge and explanation, historical criticism, research techniques, and questions of viewpoint arising from women's and minority studies. 3 credits, 4 weeks.

AL 286EL FACES OF CULTURE features dramatic and unique film footage from around the world, embracing cultures from all continents, highlighting major lifestyles, and illustrating human adaptation to environment from the beginnings of the human species to the present. An expanded study guide and the most recent edition of a widely accepted cultural anthropology text complement the prize-winning programs. 3 credits, maximum 16 weeks.

COURSE DESCRIPTIONS

AL 300 / 300EL TRAINING AND EMPLOYEE DEVELOPMENT examines the development and implementation of training, including needs, job and task analysis, design and evaluation of training programs, transfer of training and employee development. Prerequisite: AL 359 Human Resource Management. 3 credits, 4 weeks.

AL 302EL INSTRUCTIONAL DESIGN FOR WORKPLACE LEARNING (E-LEARNING) examines the principles of Instructional Design and how they relate to teaching and learning. Students will also examine various Instructional Design Models to determine how to analyze a training need, design and develop a program for use, implement the program and evaluate program effectiveness. Pre-requisite: AL300 Training and Development. 3 credits.

AL 310 / 310EL CONSTITUTIONAL LAW examines the US Constitution from its conception and ratification up to its present day status. Important court cases and constitutional amendments that have shaped American government and society over the years will be examined and emphasis given to how the Supreme Court has shaped American life. 3 credits, 4 weeks.

AL 312 PROCEDURAL CRIMINAL LAW exposes the student to various procedural issues in the implementation of the criminal justice function. The course will focus on issues of arrest, search and seizure, the admittance of evidence and rights of the accused. This course will also serve as a legal update and keep the student advised of current changes in the law. 3 credits, 4 weeks.

AL 314 CRIMINAL JUSTICE LIABILITY LAW explores the area of liability law as it relates to the criminal justice function. Areas to be covered will be liability issues regarding use of force, civil rights violations, failure to respond and vicarious liability. 3 credits, 4 weeks.

AL 316 / 316EL ADMINISTRATIVE LAW explores areas of administrative law and its impact on the function of bureaucracies and public agencies. The course will focus on legal principles which affect the management of public agencies. 3 credits, 4 weeks.

AL 318 MANAGEMENT OF LAW ENFORCEMENT AGENCIES introduces the student to the study of administration and management techniques as they are applied to law enforcement organizations. 3 credits, 6 weeks.

AL 320 / 320EL PUBLIC FINANCE AND BUDGETING exposes the student to principles of budgeting and finance of a public agency. The student will gain a general understanding of fiscal principles and how to adapt those principles to the operations of a public agency. 3 credits, 5 weeks.

AL 322/JPP103EL CRIMINOLOGY explores and investigates the causes of crime. The course specifically identifies and discusses the three major theoretical principles of crime causation: sociological, psychological, and "free-will" theories of crime. 3 credits, 4 weeks.

AL 328 / AL 328EL CORRECTIONS IN AMERICA examines the history of corrections and the various component parts of American correctional organizations, the inmate culture that develops within correctional institutions, and the challenges that face today's correctional managers. 3 credits, 4 weeks.

AL 329 / AL 329EL ETHICS IN CRIMINAL JUSTICE explores the many ethical dilemmas faced by criminal justice professionals. A case-study approach will focus on issues regarding the decision to arrest, the use of force and deadly force, conflicts of interest, the level of sanctions in a correctional setting, the decision to grant probation and parole, and other ethical issues of current concern. 3 credits, 4 weeks.

AL 330EL WORLD OF CHEMISTRY explores the foundations of chemical structures and behavior in the physical world. Laboratory methods of the scientist can be performed by the students in their homes. Using empirical techniques of observation, measurement, data recording, and analysis, students learn to conceptualize theories or build a model based on the scientific evidence. A knowledge of high school level algebra is required. 4 credits.

AL 331 / 331EL MANAGEMENT PRINCIPLES FOR HEALTH CARE ORGANIZATIONS introduces the management functions of planning, organizing, staffing, leading and controlling. Integration of these functions with management style philosophies into health care organizational management is emphasized with the primary focus on leadership and vision for the future health care administrator. 3 credits, 4 weeks.

AL 334 STRATEGIC HEALTH CARE PLANNING AND EVALUATION is designed to allow the class to learn the process of planning for the delivery of health care services to the community. Students will learn to assess the current and future health care environment, determine strategic objectives and goals, develop implementation plans to achieve those goals, and adapt goals and plans to a continually changing health care environment. 3 credits, 6 weeks.

AL 338 FINANCIAL ISSUES IN HEALTH CARE studies finance, economics, budgeting, pricing, and managed care as they relate to the health care industry. Students will gain an understanding of the intricacies of managed care, its financial impact on providers of health care services, and the steps of negotiating a managed care contract. The course will also give students a basic understanding of the budgeting process and the economic risks unique to the health care sector. Prerequisite: AL 365. 3 credits, 6 weeks.

AL 340 HEALTH CARE ETHICS explores systems of moral reasoning and their impact upon the legal and ethical decision making process within health care organizations and professionals. Themes to be explored include confidentiality, informed consent, decision making capacity, treatment refusal, end of life decisions and care, and legal issues related to initiating or withdrawing treatment. Exposes students to the breadth of legal aspects of Health Care Management in order to assist health care professionals in identifying when a situation is likely to be subject to a law or regulation. 3 credits, 4 weeks.

AL 341 HEALTH CARE MARKETING studies marketing principles, concepts, and operations and provides the student with the necessary marketing skills to promote health care services or products. The course introduces the student to the complex world of health care marketing and promotion and examines marketing plans and focus groups. 3 credits, 5 weeks.

AL 342/342EL ELDERCARE provides in-depth knowledge and understanding of the psychosocial needs and illnesses of the elderly, recognizing systems, and selecting and applying appropriate therapies. Case studies of dementia, toxicities, depression, ageism, etc. will be presented and appropriate therapies outlined. 3 credits.

COURSE DESCRIPTIONS

AL 345 BUSINESS LAW familiarizes the student with the court system, the sources of laws, contracts, the forms of business organization and the basic legal principles which underlie and control all business transactions. The student will learn to apply these legal theories to practical business situations. 3 credits, 4 weeks.

AL 346/FIN300 BUSINESS FINANCE provides students with an overview of finance in the world of business, drawing heavily on the principles of accounting. Students learn the role of finance and learn to identify issues relevant to ethical financial decision-making. Topics include investment instruments, ratio analysis, cash management, capital structure, and capital budgeting. Prerequisite: AL 365 Accounting. 3 credits, 6 weeks.

AL 347 MACROECONOMICS studies methodology of economic analysis, economics terminology and the economic problem. The economic problem includes such topics as supply and demand, national output, inflation and unemployment, aggregate supply and demand, fiscal and monetary policy, money, and rational expectations. 3 credits, 6 weeks.

AL 348/ECON200 MICROECONOMICS provides a unifying theme of microeconomics, showing how micro-economics is the synthesis of theories, decision sciences, and the various fields of business administration studies. The special emphasis is placed on the interaction between the firm's business strategy and the market structure as the firm attempts to reach optimal performance in the face of economic constraints. 3 credit, 6 weeks.

AL 355 MANAGEMENT INFORMATION SYSTEMS/PROJECT MANAGEMENT presents an overview of the management information system. Students gain experience in preparing and presenting information useful in the management function. Students develop a project plan for project management in EXCEL. Pre-requisite: Completion of an Introduction to Office or EXCEL course or the equivalent skill level. 3 credits, 6 weeks.

AL 356 / 356EL CRITICAL THINKING AND CREATIVITY applies logical reasoning and critical thinking to reading and writing processes. The course includes divergent thinking and ways of developing creative ability and considers both "left brain" and "right brain" processes. Doing is as important as understanding. Therefore, exercises and practical applications involving analysis of arguments and supporting ideas, as well as opening to creativity are included. Students complete the activities by weighing, judging, and evaluating qualitatively. 3 credits, 4 weeks.

AL 357 / 357EL JUVENILE JUSTICE analyzes all aspects of the juvenile justice system, including the law, the police, the courts and different types of interventions used. The course will also examine subthemes within juvenile justice, including female delinquency and gang delinquency. 3 credits, 4 weeks.

AL 359 / 359EL HUMAN RESOURCE MANAGEMENT examines the principles, methods, and procedures in personnel management, including: staffing, compensation and benefits, employee and labor/management relations, planning, employee development, health, safety and security, and equal opportunity issues This is a survey course which may serve as the foundation for further study in the Human Resource Management major, minor or certificate program. 3 credits, 4 weeks.

AL 365/ACCT101EL ACCOUNTING is a broad overview course that includes comprehensive instruction in basic accounting principles, with an emphasis on accounting as a necessary tool in the control and management of business. The application of management policies and practices required for effective planning and controlling of resources is considered. Prerequisite: AL 096 or acceptable assessment score. 3 credits, 6 weeks.

AL 366 / 366EL MARKETING MANAGEMENT focuses on the role of marketing within an organization from the manager's perspective. Students gain an understanding of buyer behavior, evaluation of the marketplace, marketing research, and new product development. 3 credits, 5 weeks.

AL 367 / 367EL GLOBAL DIMENSIONS IN BUSINESS focuses on international trade theory, marketing, the interaction of foreign businesses, politics, and intercultural communication and business protocol. Students appreciate the importance of understanding cultural differences in working with others with different cultural backgrounds. 3 credits, 4 weeks.

AL 368 / 368EL PHILOSOPHY OF VALUES AND ETHICS studies both theory and ethics in business. These issues are examined in reading, classroom discussion and debates. Students develop a system for making ethical decisions in the workplace which can be applied to personal and public issues as well. 3 credits, 4 weeks.

AL 371 / 371EL BUSINESS POLICY requires a knowledge of all functional business areas. The course considers strategic management including management decision-making, using the case-study approach. Students apply problem-solving and critical thinking skills in a management context and demonstrate effective writing and speaking skills. Prerequisites: AL 204 College Writing, AL 169 Statistical Methods, AL 366 Marketing Management, AL 365 Accounting, AL 346 Business Finance. 3 credits, 4 weeks.

AL 377EL AMERICAS explores the twentieth century history of Central and South America and the Caribbean in a multi-disciplinary fashion. Through the use of videos and primary sources, students will gain a greater understanding of the Latin American neighbors of the United States. 3 credits.

AL 378 AFRICA: HISTORY AND CULTURE uses methods of geography, history, anthropology, and ethnography to examine political, cultural, and physical evidence to study Africa. 3 credits, 6 weeks.

AL 379 CLASSICAL GREECE AND ROME is an interdisciplinary study of the civilization of the Ancient Greeks and Romans - their culture, philosophy, and arts - and the continuing heritage of classical thought. 3 credits, 4 weeks.

AL 381 THE WORLD OF ISLAM explores Islamic culture in the medieval and modern world. Topics include Muhammad and the Qur'an; Sunnism, Shi-ism, and Sufism; literature and art; and modern Islam. The impact of Islamic contributions to Western civilization in the areas of empirics and symbolics will be considered including pharmacology, astronomy, optics, and algebra. 3 credits, 4 weeks.

COURSE DESCRIPTIONS

AL 382 THE ORIENT: HISTORY AND CULTURE examines the people of Pacific Asia on a topical basis comprising geographical and historical background, literature, music and fine arts, ideology, culture, social life, political systems, and religion. An emphasis will be placed on the contrast between Eastern and Western thought, comparing Japan, China, and India with the United States. No duplication with AL 425. 3 credits, 4 weeks.

AL 384 MEDIEVAL HISTORY AND LITERATURE reviews the Middle Ages as an important transitional period in the development of Western culture. The era encompasses, roughly, the thousand years from 500-1500 A.D.; from the fall of Rome to the discovery of the Western hemisphere and the Protestant Reformation. An understanding of the mysteries of the medieval age will help to focus an understanding of modern Western culture and the development of the English language. 3 credits, 4 weeks.

AL 386 RENAISSANCE AND REFORMATION focuses on 16th and 17th Century Europe, an age of adventure and ambition as the focus shifted from the Mediterranean to the Atlantic with the opening of the new world. It is an age of Protestant and Catholic Reformations, revolutions in science, and flowering in the arts of Bach, Handel, Shakespeare, Milton, and the Golden Age of Spain. 3 credits, 4 weeks.

AL 387 THE AGE OF ENLIGHTENMENT examines the greater eighteenth century in the Atlantic world. The course focuses on the importance of the scientific revolution and its effect on the age of reason and the Enlightenment. It also explores capitalism and slavery, neo-classical art and music, and the American and French Revolutions which ended the era. 3 credits, 4 weeks.

AL 389 THE ROMANTIC AGE became the dominant idea in Western culture for most of the Nineteenth Century. Few eras have brought more radical shifts in humanity's outlook or had a more profound influence on the arts, literature, and society. This course studies the Golden Age of Romanticism in England, France, and America through its aesthetic, world view, social effects, and leading spokespersons. 3 credits, 4 weeks.

AL 390 MODERNISM: 1850-1950 will examine "the age of analysis" from the Industrial Revolution through the first half of the 20th century. The age is characterized by structuralism, or breaking down operations into component parts, which occurred in industry, politics, biology, psychology, and the arts. It is an age of universal movements, the "isms," influenced by increasingly secular thinkers seeking absolutes in place of traditional religious and philosophical positions. 3 credits, 4 weeks.

AL 391 CONTEMPORARY STUDIES explores the cultural condition within the Western tradition from 1968 until the present. It approaches the contemporary scene as a discourse by examining samples of critical and scientific theory, as well as samples of visual art and literature. It attempts to trace the mutual influence each has felt from and exerted upon the other. 3 credits, 4 weeks.

AL 395 LIFE OF CHRIST studies the religious and social conditions of the world into which Christ came, His life and teachings as found in the four Gospels, and an overview of the opinions expressed in the apocryphal Gospels, the ancient Church, and modern historical criticism. Prerequisite: Bible content (AL 159 [or REL 201 & 203]); Christian doctrine (AL 210 [or REL 204]). 3 credits, 6 weeks.

AL 396 INTERNSHIP provides credit for an on-the-job work experience in the student's major field of study which is different from pre-existing paid employment. This course is for students in the Business Management, Human Resource Management and Criminal Justice Management majors. Minimum of 120 hours in the workplace setting. Prerequisite: Completion of all courses in the major.. 3 credit hours.

AL 400 HR INDEPENDENT STUDY (Independent Study) provides an opportunity for advanced independent work in any area of human resource management. This individually designed course can relate to areas such as compensation and benefits or training and development, or another HR area as determined by the advisor, instructor and student. It should be taken following successful completion of AL359, AL265, AL266, AL267, AL269, AL300, AL472. 3 credits.

AL 424EL ABNORMAL PSYCHOLOGY examines the complex factors that cause behavioral disorders, looks at biological, psychological, and environmental influences, and demonstrates psychological, biological, and social approaches to the treatment of abnormal behaviors. 3 credits.

AL 444 HEALTH CARE PRACTICUM is the capstone course for the Health Care Management major which engages students in a meaningful and practical on-the-job experience in a health care setting. The course requires students complete a journal of activities and learning, a reflective plan for personal for professional development, and a research paper on a topic related to the site of the practicum. Minimum of 60 hours over at least 6 weeks required in the health care setting. Students wishing to take the Nursing Home Administrator examination must do the practicum in a nursing home setting and the research paper on a related topic. Prerequisites: complete all other courses in the major sequence. 6 credits, 8 weeks.

AL 472/472EL MANAGING CHANGE engages students in the analysis of an organization's needs and the development of a plan to influence major organizational change from the human resources perspective or the managerial perspective. Prerequisites: AL 359 Human Resource Management and AL 272 Organizational Management Principles. 3 credits, 5 weeks.

AL 473 INTEGRATIVE PROJECT: HUMAN RESOURCE MANAGEMENT Elements of professional human resource practice are examined and summarized. Students integrate concepts of planning and evaluating strategic human resource initiatives with legal, social, management, and ethical approaches. This is an advanced course which can only be taken by students who have completed all other HR major requirements. Cannot be transferred in from another school. (Pre-requisites: AL234, AL204, AL159, AL180, AL272, AL270, AL271, AL359, AL265, AL266, AL267, AL269, AL300, AL368, AL472) 3 credits, five sessions, six weeks.

AL 474 / 474EL INTEGRATIVE PROJECT: THE BUSINESS PLAN is the capstone course in the Business Management major. Students learn entrepreneurial skills in the creation of a business plan which includes financial, human resource and marketing components. Prerequisites: AL 169 Statistical Methods, AL 204 College Writing, AL 346 Business Finance, AL 347 Macroeconomics, AL 272 Organizational Management Principles, AL 359 Human Resource Management, AL 365 Accounting, AL 366 Marketing Management, AL 371 Business Policy. 3 credits, 8 weeks.

COURSE DESCRIPTIONS

ECON 200 / 200EL PRINCIPLES OF ECONOMICS offers a single semester introduction to both Micro and Macro Economics. Students emerge with a basic understanding of the concepts behind economists analysis of labor and product markets as well as business decisions. They also learn to recognize the perspectives of macroeconomists and evaluate how fiscal and monetary policy may adversely or positively impact the macro-economy, (fulfills the requirement for AL347 Macroeconomics in the Business Management major). 3 credit hours.

FIN 300 PRINCIPLES OF FINANCE provides an introduction to the basic functions of financial management, including financial statements and analysis, financial markets, financial institutions, investment returns, capital budgeting methods, asset valuation, leverage, time value of money, dividend policy, and optimal capital structure. Prerequisite: AL365 Accounting or ACCT 101. 3 credit hours.

JPP 103/103 EL CRIMINOLOGY studies causations of crime, including sociological, psychological, biophysiological and free will theories. 3 credit hours.

JPP 308/308 EL PROCEDURAL CRIMINAL LAW examines the law relating to arrests, searches, and seizures by law enforcement officers as well as rules of evidence and courtroom procedures followed by prosecutors and defense attorneys. 3 credit hours.

REL 201 THE OLD TESTAMENT is an overview of the Old Testament intended to acquaint the student with its background, content and messages. 3 credits, 6 weeks.

REL 203 THE NEW TESTAMENT is an overview of the New Testament intended to acquaint the student with its background, content and messages. 3 credits, 5 weeks.

REL 204 BIBLICAL THEOLOGY is a systematic study of major areas of Christian doctrine with an emphasis on what Scripture says, as well as how Lutheran doctrine reflects what Scripture says. 3 credits, 4 weeks.

REL 229 RELIGIOUS EDUCATION OF YOUTH AND ADULTS equips the students with practical methods, skills, and resources to teach religion to youth and adults in a parish setting. Provides students with opportunities to strengthen their ability to communicate the Gospel effectively. Prerequisites: Bible Content (REL 100 [or 201 & 203]; or AL 159); Christian Doctrine (REL 110 [or 204]; or AL 210). 3 credits.

REL 233 COMMUNICATING BIBLE MESSAGES helps the student acquire greater skill in communicating meaningful Bible messages, by learning the theory and practice of analyzing a text of Scripture, writing a message for a specific audience based on that text, and delivering the message. Topical and other creative approaches will also be examined. Prerequisites: Bible Content (REL 100 [or 201 & 203]; or AL 159); Christian Doctrine (REL 110 [or 204]; or AL 210). 3 credits, 5 weeks.

REL 287 CHRISTIAN CARE GIVING offers the student preparing for full-time church work opportunity to understand and apply the theology of the cross and the practice of the church in Christian care giving. Prerequisites: Bible Content (REL 100 [or 201 & 203]; or AL 159); Christian Doctrine (REL 110 [or 204]; or AL 210). 3 credits, 5 weeks.

REL 312 OFFICE OF THE PROFESSIONAL CHURCH WORKER studies the role of auxiliary ministries in the light of the New Testament and the Lutheran Confessions. It pays particular attention to church administration and conflict resolution in congregations. Prerequisites: Bible Content (REL 100 [or 201 & 203]; or AL 159); Christian Doctrine (REL 110 [or 204]; or AL 210). 3 credits, 5 weeks.

REL 328 FAMILY AND YOUTH MINISTRY explores congregation ministry with and for families by providing students with an understanding of parent and child relationships, teen development, and the place of faith and the church in family life. Special attention is paid to family life education, intergenerational ministry, and strategic planning, with the goal of building ministries that strengthen family relationships. Prerequisites: Bible Content (REL 100 [or 201 & 203]; or AL 159); Christian Doctrine (REL 110 [or 204]; or AL 210). 3 credits, 5 weeks.

REL 376 CHRISTIAN ETHICS explores the distinct nature of Christian ethics in dialogue with other forms of ethical inquiries. Contemporary Christian responses to timely ethical issues will also be explored. Prerequisites: Bible Content (REL 100 [or 201 & 203]; or AL 159); Christian Doctrine (REL 110 [or 204]; or AL 210). 3 credits, 5 weeks.

REL 383 / 383EL THE GOSPEL OF LUKE surveys foundational principles and techniques in biblical interpretation using the Gospel of Luke. Prerequisites: Bible Content (REL 100 [or 201 & 203]; or AL 159); Christian Doctrine (REL 110 [or 204]; or AL 210). 3 credits, 5 weeks.

REL 387 CHRIST'S PEOPLE THROUGH THE AGES surveys Christian history from Pentecost to the present. Distinctive eras in Christian history will be discussed, with attention to their main contours and the principal dynamic forces at work within them. Prerequisites: Bible Content (REL 100 [or 201 & 203]; or AL 159); Christian Doctrine (REL 110 [or 204]; or AL 210). 3 credits, 5 weeks.

REL 388EL VARIETIES OF BELIEF provides a framework for knowing about the teachings, practices, organization and historical development of world religions and various Christian communities. Emphasis is also placed upon the Christian living in relation to the peoples of other faiths especially in the North American context, with compassion, biblical confession, and a missional intention. Prerequisites: Bible Content (REL 100 [or 201 & 203]; or AL 159); Christian Doctrine (REL 110 [or 204]; or AL 210). No duplication with REL 410. 3 credits.

REL 410 WORLD RELIGIONS surveys living, non-Christian religions in terms of worship, beliefs, values, history, and their relationship to Christianity. Comparative religions elective. Prerequisites: Bible Content (REL 100 [or 201 & 203]; or AL159); Christian Doctrine (REL 110 [or 204]; or AL 210). No duplication with REL 388. 3 credits, 6 weeks.

MASTER OF BUSINESS ADMINISTRATION

The Master of Business Administration (MBA) Program is based upon the University’s stated mission of developing in students the “professional competencies and commitment required for responsible participation and leadership in a complex society.”

Concordia University Wisconsin’s MBA Program is designed to prepare men and women to meet the challenges of a changing administrative environment. The program is designed to provide the opportunity of a professional education for the working student. The curriculum provides the broad base of knowledge needed by middle and upper level managers. While the MBA program is designed for those in business professions, it is readily adapted to meet the needs of students from engineering, health, non-profit, religious, and other fields.

The MBA degree requires 39 semester hours of credit comprising 13 courses. No thesis is required for this degree. Students ordinarily take one course at a time. This allows the program to accommodate a student’s professional and personal schedule to the maximum degree possible. The capstone course, MBA 590, must be taken at the end of the degree program. Students must complete all requirements for the MBA degree within five (5) years of entry.

Our flexible program gives you the choice of pursuing your MBA in accelerated eight week classroom courses or through E-Learning where you have up to 16 weeks to complete a course.

You are given the flexibility to design your MBA program. With our guidance you decide the course load and courses you wish to take.

FREQUENTLY ASKED QUESTIONS

Are the GMAT or GRE tests required for admission?

No. Your undergraduate cumulative grade point, work experience, and letters of reference are used to determine your acceptance into the MBA program. A 3.0 minimum undergraduate cumulative GPA is required for full acceptance. In addition, all MBA applicants are required to have earned their bachelor’s degree from an accredited college or university.

When can I start?

Terms begin every eight weeks for the accelerated classroom program, or you can start at any point in the flexible E-Learning format.

Is our MBA program accredited?

The MBA program is accredited by the International Assembly for Collegiate Business Education (IACBE).

THE MBA CORE

In keeping with the purpose of a MBA, our curriculum is designed to provide the student with a broad spectrum of the business scene. To this end, the courses provide advanced instruction in many areas of business. The utilization of a concentration allows the student at the same time develop an area of expertise. The MBA program consist of 39 credits which include eight core courses and five courses in concentration area. The MBA program has six prerequisite courses. They are Accounting, Finance, Management, Marketing, Economics, and Statistics.

| | | | |
|-------------|--|-------------|--|
| MBA 500/800 | Managerial Economics | MBA 575/875 | Business Ethics |
| MBA 510/815 | Applied Statistical Methods | MBA 580/880 | Leadership and Organizational Behavior |
| MBA 530/830 | Corporate Finance | MBA 610/910 | Issues in Human Resources Management |
| MBA 540/840 | Accounting: Financial Analysis for Decision Making | MBA 590/890 | Strategic Management (Capstone-taken last) |

MBA CONCENTRATION COURSES

CHOOSE FIVE COURSES IN ONE AREA

Management (Choice of four classes within emphasis and one elective from another concentration, per Dean's approval)

| | |
|-------------|----------------------------------|
| 527/827 | Project Management |
| 550/850 | Strategic Marketing |
| 554/854 | Advertising Management |
| 555/855 | Small Business Management |
| 556 | Real Estate Management |
| 557/857 | Sustainable Business Practices |
| 565/965 | Supply Chain Management |
| 570/870 | Legal Aspects of Business |
| 576/876 | Fraud Management |
| 622/922 | Risk Management and Insurance |
| MIB 530/830 | Global Production and Operations |
| MIB 560/860 | International Business |
| MBA 558 | Real Estate Investment |

Health Care Administration

| | |
|-------------|--|
| MPA 535/835 | Budgeting in Public Agencies OR |
| MPA 568/868 | Public Personnel Administration |
| 620/920 | Economics/Public Policy of Health Care |
| 622/922 | Risk Management and Insurance |
| 623/923 | Statutory Accounting |
| MBA 845 | Internship in HC Management |
| 685/985 | Special Topics: Long Term Health Care, Ambulatory Care, Managed Care |

Human Resource Management

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|-------------|---------------------------------|
| 576/876 | Fraud Management |
| 600/900 | Compensation and Benefits |
| 605/905 | Alternative Dispute Resolution |
| 615/915 | Labor and Employment Law |
| 622/922 | Risk Management and Insurance |
| MPA 568/868 | Public Personnel Administration |

Finance

| | |
|-------------|----------------------------------|
| 556 | Real Estate Management |
| 570/870 | Legal Aspects of Business |
| 576/876 | Fraud Management |
| 621/921 | Financial Institution Management |
| 622/922 | Risk Management and Insurance |
| 625/925 | Securities Analysis |
| 626/926 | Portfolio Mathematics |
| MIB 540/840 | International Finance |
| MBA 558 | Real Estate Investment |

Corporate Communications

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|-------------|---|
| MMC 520/820 | Managerial Communication: Practices and Principles |
| MMC 525/825 | Effective Business Writing in the Marketplace |
| MMC 540/840 | Public Speaking: Professional Reports & Presentations |
| MMC 547/847 | Advanced Interpersonal Communications and Interviewing |
| MMC 506/806 | Group Dynamics and Leadership |

Marketing

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|-------------|-----------------------------|
| 550/850 | Strategic Marketing |
| 552/852 | Direct Marketing |
| 553/853 | Sales Management |
| 554/854 | Advertising Management |
| 570/870 | Legal aspects of Business |
| MIB 555/855 | International Marketing |
| MBA 511 | Social Marketing Strategies |

International Business

| | |
|-------------|-------------------------------|
| MIB 530/830 | Global Productions/Operations |
| MIB 540/840 | International Finance |
| MIB 545/845 | International Economics |
| MIB 555/855 | International Marketing |
| MIB 560/860 | International Business |
| MIB 570/870 | International study Abroad |

Management Information Systems

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|-------------|---|
| MBA 520/820 | Management Information Systems |
| 521/821 | Information Systems Theory and Practice |
| 522/822 | Business Data Communications |
| 524/824 | Systems Analysis and Design |
| 526/826 | Decision Support Systems |
| 527/827 | Project Management |
| 528/828 | Information Systems Management |
| 529/829 | Database Management |

Public Administration

| | |
|-------------|-------------------------------------|
| 527/827 | Project Management |
| 845 | Internship |
| MLS 530/830 | Administrative Law and Process |
| MPA 535/835 | Budgeting in Public Agencies |
| MPA 540/840 | Public Program Evaluation OR |
| MPA 568/868 | Public Personnel Administration |
| MPA 569/869 | Intergovernmental Relations |

Risk Management

| | |
|---------|---|
| 570/870 | Legal Aspects of Business |
| 576/876 | Fraud Management |
| 622/922 | Risk Management and Insurance |
| 623/923 | Statutory Accounting |
| 624/924 | Health, Life, Business Social Insurance |
| 625/925 | Securities Analysis |

Environmental Studies

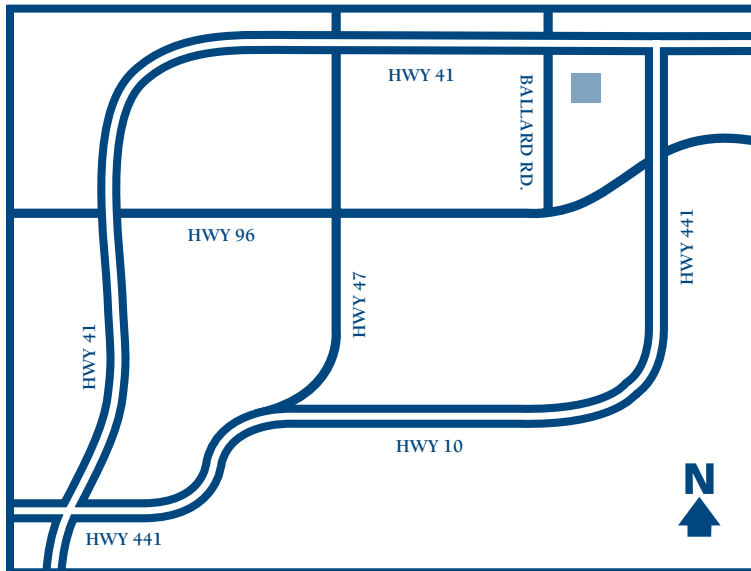
| | |
|--------------|--|
| BIO 510/810 | Ecology |
| BIO 556/856 | Readings in Environmental Science |
| BIO 567/867 | Ecology of the Tropics |
| CHEM 561/861 | Environmental Chemistry and Toxicology |
| MBA 571/871 | Environmental Law |
| MBA 557/857 | Sustainable Business Practices |
| SCI 597 | Internship in Environmental Education |

Note: Not all concentrations are offered at all centers.

FOR MORE INFORMATION, SEE GRADUATE CATALOG OR CONTACT:

MBA Office - 262.243.4287 or cuwmba@cuw.edu

CENTER DESCRIPTIONS



APPLETON CENTER

The Appleton Center is conveniently located off Highway 41, near the intersection of Ballard Road and Capital Drive, and only a few blocks south of Thrivent Financial for Lutherans.

Concordia University Appleton Center

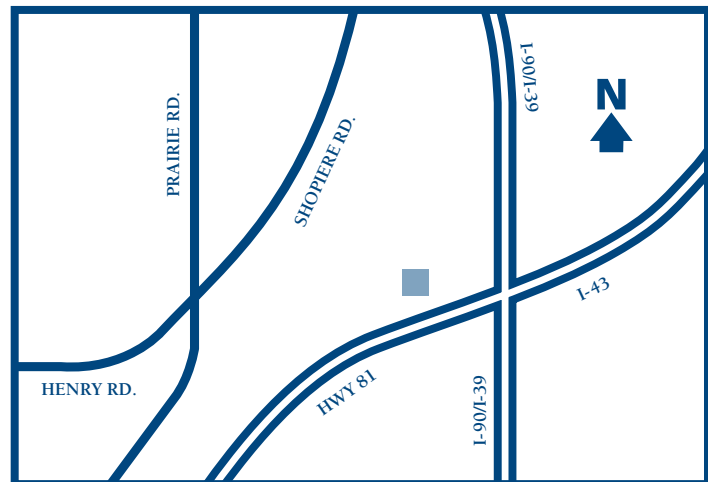
3232 N. Ballard Road
 Appleton, WI 54911
 920-968-0933 (FAX 920-968-0935)
 Toll Free: 866-289-6212

BELOIT CENTER

The Beloit Center is conveniently located just East of I-90/39 on Highway 81 (Sutler Avenue) in the Morgan Square Shopping Plaza. The Center is open at times convenient to serve working adults and is but a short drive from the thriving communities of Rockford, Beloit and Janesville.

Concordia University Beloit Center

2040 Sutler Avenue
 Beloit, WI 53511
 608-361-1830 (FAX 608-361-1831)
 Toll Free: 866-216-0253

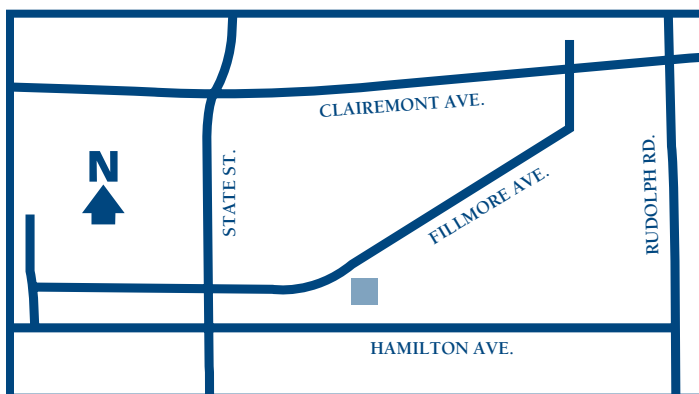


EAU CLAIRE CENTER

The Eau Claire Center is located in Peace Lutheran Church, 501 E. Fillmore Ave, just a few blocks south of Clairemont Ave. Students have access to a lounge area and ample parking is available in a lighted parking lot. The center offers a full range of associates, bachelors and MBA degrees.

Concordia University Eau Claire Center

501 E. Fillmore Avenue
 Eau Claire, WI 54701-6536
 715-426-5747 (FAX 715-426-5748)
 Toll Free: 866-214-9500

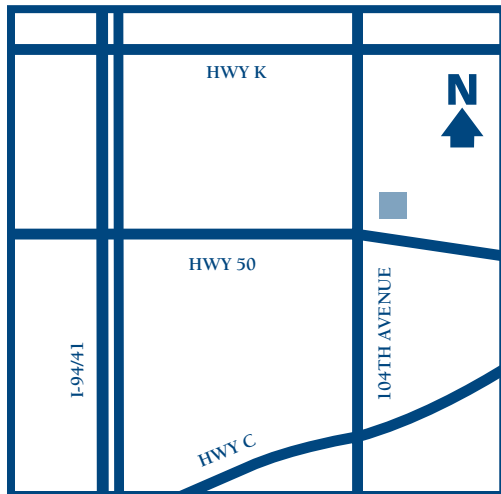
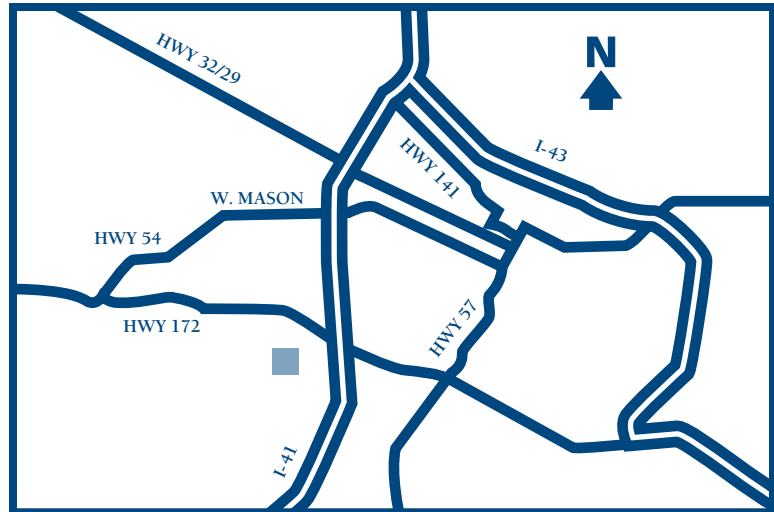


CENTER DESCRIPTIONS

GREEN BAY CENTER

The Green Bay Center is located in Ashwaubenon, at 1150 Springhurst Drive, Suite 101, off of Hansen Road and Oneida Street, 2 blocks west of the Wellington Restaurant.

Concordia University Green Bay Center
Executive Center II
1150 Springhurst Drive, Suite 101
Green Bay, WI 54304
920-498-2551 (FAX 920-498-1077)
Toll Free: 888-425-3206



KENOSHA CENTER

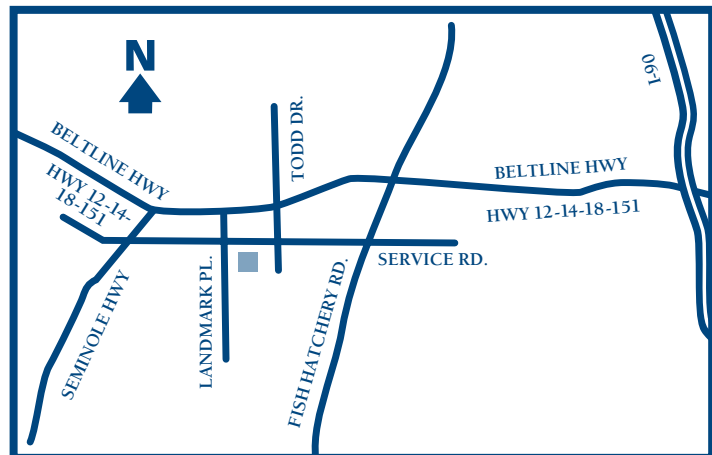
The new Kenosha Regional Center offers the following programs: Adult Accelerated Degree Completion, Graduate Education, Masters of Business Administration, and Post Baccalaureate Teacher Certification. The center is located off US Highway 50 across the street from the Aurora Medical Center and just East of I-94.

Concordia University Kenosha Center
10222 74th Street
Kenosha, WI 53142
262-697-8260 (FAX 262-697-8264)
Toll Free: 866-289-6213

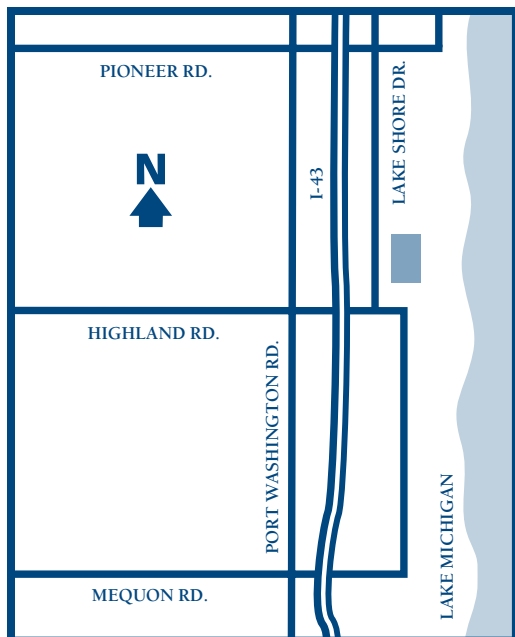
MADISON CENTER

Concordia's Madison Center is located on the southwest side of the Madison metropolitan area in the METASTAR building at 2909 Landmark Place, Suite 101, just off of the Beltline and Todd Drive.

Concordia University Madison Center
2909 Landmark Place, Suite 101
Madison, WI 53713
608-277-7900 (FAX 608-277-7969)
Toll Free: 800-859-4872



CENTER DESCRIPTIONS



MEQUON CENTER

The Mequon Center is a part of the main campus of Concordia University Wisconsin. The campus is located on the shore of Lake Michigan just north of Milwaukee. Classes meet in various rooms of the University which are set up specifically to meet the needs of adult students.

Concordia University Mequon Center

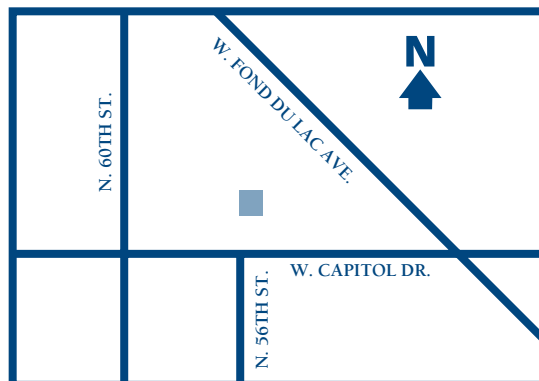
12800 N. Lake Shore Drive
 Mequon, WI 53097-2402
 262-243-4399 (FAX 262-243-4438)
 Toll Free: 888-969-4289

MILWAUKEE MIDTOWN CENTER

The Milwaukee Midtown Center is centrally located in the new Midtown Mall on 56th Street just north of Capitol Drive. As it is located in the Mall, there is ample free, secure, well-lighted off-street parking available.

Concordia University Milwaukee Midtown Center

4151 North 56th Street, Milwaukee, WI 53216
 414-444-0734 (FAX 414-444-1908)



MILLER PARK WAY CENTER

The Miller Park Way Center is on the corner of Mitchell Street and 43rd Street (Miller Park Way) in West Milwaukee. The Center offers a full range of adult education degree programs as well as a Medical Assistant Program. The Center consists of six classrooms, a large computer lab and administrative offices.

Concordia University Miller Park Way Center

1670 Miller Park Way
 Milwaukee, WI 53214
 414-647-2523 (FAX 414-647-2545)



CENTER DESCRIPTIONS



ST. LOUIS CENTER

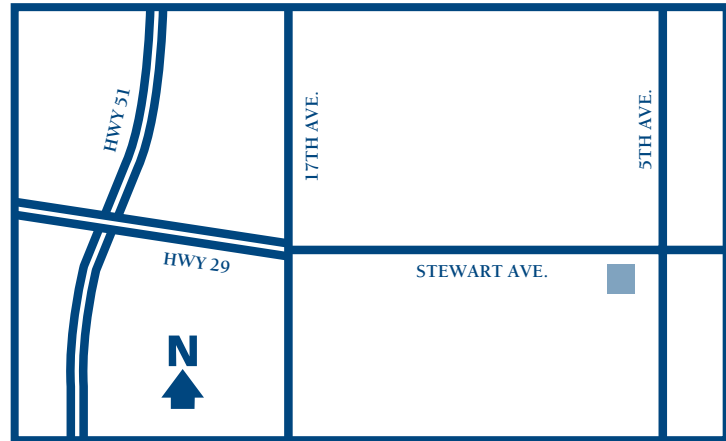
The St. Louis Center is located at 10825 Watson Road, Suite 204, Sunset Hills, Missouri, at the intersection of Highways 44 and 270. The two-story, red brick building is situated across from the Borders Bookstore.

Concordia University St. Louis Center
10825 Watson Road, Suite 200
Sunset Hills, MO 63127
314-984-8840 (FAX 314-984-0078)
Toll Free: 866-880-3289

WAUSAU CENTER

The Wausau Center is located in Trinity Lutheran Church, 501 Stewart Avenue, near Highways 29 and 51. Ample parking is available in a lighted parking lot. The center offers a full range of associate, bachelor, and MBA degrees.

Concordia University Wausau Center
501 Stewart Avenue
Wausau, WI 54401
715-302-3783 (FAX 715-426-5748)
Toll Free: 866-214-9500



ADDITIONAL LOCATION

Racine, Wisconsin 262-697-8260

FACULTY

Abarca, Pierre

J.D., University of Wisconsin - Madison
Madison, Human Resource Management

Abels, Patricia

M.B.A., Ashland University
Fort Wayne, Management

Achten, Adam

M.B.A., University of Wisconsin - Oshkosh
Appleton/Green Bay, MBA

Adams, Wendy

Executive M.B.A., University of Wisconsin -
Madison; M.A., Clinical Psychology,
Roosevelt University, Chicago, IL
Madison, Business Management, Health Care

Ahern, Laura

M.H.R.M., Keller Graduate School
Beloit, Human Resource Management

Ahlborn, Marvin

M.Div., Wisconsin Lutheran Seminary
Appleton, Green Bay, Liberal Arts

Ahrens, Sarah

M.B.A. Keller Graduate School - Elgin
Beloit, Criminal Justice

Aikman, Carol

Ed.D., Indiana University
Fort Wayne, Liberal Arts

Akers, James

M.S., Southern Illinois University Carbondale
Beloit, Liberal Arts

Aldous, Gregory

M.S., University of Wisconsin - Madison
Madison, Liberal Arts

Alexander, Li

M.B.A., University of Wisconsin - Madison
Madison, Business Management

Allen, Rev. Phillip

J.D., Northern Illinois University
Beloit, Management, Criminal Justice

Alsleben, Rev. Robert

M.Div., Concordia Seminary - St. Louis
Miller Park Way, Management

Anderson, Ricardo

M.A., Springfield College
Miller Park Way,
Human Resource Management

Anglum, James

M.B.A., Cardinal Stritch University
Eau Claire, Management

Anhalt, Daniel

M.S., University of Wisconsin - Milwaukee
Mequon, Human Resource Management

Arendt, Brian

Ph.D., Georgetown University
M.A., State University of New York
St. Louis, Liberal Arts

Argall, Nicole

M.A., University of Wisconsin - Oshkosh
Appleton, Green Bay, Liberal Arts

Arnold, Bart

J.D., Valparaiso University
Fort Wayne, Criminal Justice

Arnold, Victoria

M.A., Marquette University
Mequon, Management

Asher, Joseph

M.A., Purdue
M.Div., Concordia Theological Seminary
Fort Wayne, Management

Atkins, Shalon

M.B.A., Cardinal Stritch University
M.S.M., Cardinal Stritch University
Miller Park Way, Business

Bahr, Ferdinand

D.Min., Trinity Ev. Divinity
M.Div., Concordia Seminary - Fort Wayne
Mequon, Management

Baldwin, Timothy L.

J.D., Marquette University
Miller Park Way, Criminal Justice

Barnett, Diana

M.B.A., Concordia University Wisconsin
Miller Park Way, Management

Barreau, Bill

M.S., Cardinal Stritch University
Madison, Management

Bauer, William

M.A., Trinity Theological Seminary
Mequon, Midtown, Management

Bays, Marlin

M.S.M., Indiana Wesleyan University
M.E.D., Butler University
St. Louis, Health Care, Management

Beck, Jr., Rich

M.S.M., Indiana Wesleyan University
Fort Wayne, Management

Becker, John

J.D., Washington University School of Law
Madison, Human Resource Management

Bell, Marjorie

M.S., University of Wisconsin - Milwaukee
Ed.D., Cardinal Stritch University
Mequon, Liberal Arts

Bell, Michael

M.F.A., Ohio University
Kenosha/RAMAC, Liberal Arts

Bellerud, Dan

M.B.A., Amber University
Appleton, Green Bay, Management

Belz, Angela

M.S., Concordia University Wisconsin
Miller Park Way, Management

Berdnikova, Natalya

M.A., Tashkent State Conservatory
Mequon, Liberal Arts

Berg, Rev. John

M. Div., Concordia Theological Seminary
Mequon, Liberal Arts

Berry, Dana

M.S., Cardinal Stritch University
Kenosha, Human Resource Management

Besch, Michael

Ph.D., M.A., Marquette University
M.B.A., Keller Graduate School of Management
Mequon, Management

Bezthold, Kimberly

M.P.A., Marquette University
Mequon, Criminal Justice

Blackburn, Emily

M.A. Criminology, Univ. of Missouri St. Louis
St. Louis, Criminal Justice

Blakewell, Roger

M.S.T., University of Wisconsin - Stevens Point
Wausau, Liberal Arts

Blatt, Dixie

M.S.N., University of Missouri
St. Louis, Health Care

Blevins, Carla

M.A., Marquette University
Milwaukee Midtown Center,
Healthcare Administration

Blythe, Richard

Ph.D., Concordia Seminary
M.Div., Concordia Seminary
St. Louis, Liberal Arts

Buttke, George

M.S., Southern Methodist University
Appleton, Green Bay, Management

Bluel, Diane

M.O.B., Silver Lake College
Appleton, Green Bay,
Human Resource Management

Bobilier, Karen

M.B.A., Indiana University
Fort Wayne, Management

Boehm, David

M.S., Webster University
Kenosha, Criminal Justice

Boettcher, David

M.Div., Concordia Seminary
Green Bay, Liberal Arts

Borkenhagen, Phillip

M.S., Indiana Wesleyan University
Beloit, Management

Borst, David

M.B.A., Marquette University
Ed.D., Argosy University
Mequon, Midtown, Management

Boylan, Daniel

M.B.A., Indiana University
Fort Wayne, Management

Bradshaw, Geoffrey

Ph.D., University of Wisconsin - Madison
Madison, Liberal Arts

Breaker, Todd

M.S., Marian University
Eau Claire, Health Care

FACULTY

Brinkman, Suzanne

M.B.A., Concordia University Wisconsin
Appleton, Green Bay
Human Resource Management

Brooks, Angela

M.B.A., University of Wisconsin – Whitewater
Milwaukee Midtown Center,
Business Management

Brown, Rosalind Guida

M.S., Cardinal Stritch University
Kenosha, Management

Brown-Perry, Lauren R.

J.D., University of Illinois College of Law
Miller Park Way, Criminal Justice

Bruewer, Karen

M.S., University of New Haven
Fort Wayne, Criminal Justice

Bryant, Robert

M.S., St. Francis College
Fort Wayne, Criminal Justice

Buck, William

M.B.A., Lincoln University
St. Louis, M.B.A.

Bujanovich, William

M.I.M., American Graduate School
of International Management
Mequon, Management

Burdette, Rebecca

M.S., Concordia University - Wisconsin
Kenosha, Liberal Arts

Burgos, Ruben

M.S., Springfield College
Miller Park Way, Criminal Justice

Buri, Carrie

Ed.D., Education Leadership,
Edgewood College - Madison
M.S.Ed., Counseling,
Concordia University - Wisconsin
Madison, Management

Buskirk, Linda

M.P.A., Indiana University
Fort Wayne, Management

Caldie, Tom

M.S., Administrative Science
University of Wisconsin, Green Bay
Green Bay, Management

Callesen, Art

D.Min., Lutheran School of Theology
Appleton, Green Bay, Liberal Arts

Camilli, Thomas

J.D., University of Notre Dame
Kenosha, MBA, Criminal Justice

Camp, Michael

Ph.D., University of Wisconsin - Madison
Mequon, Midtown, Criminal Justice

Canady, Raeshann

J.D., Marquette University
Miller Park Way, Criminal Justice

Canapa, Sally

Ph.D., University of Wisconsin - Milwaukee
M.A., University of Wisconsin - Milwaukee
Mequon, Midtown, Liberal Arts

Cario, William

Ph.D., New York University
M.A., New York University
Mequon, Liberal Arts

Carlson, Jeff

M.P.A., University of Wisconsin - Oshkosh
Appleton, Green Bay,
Health Care Management

Carr, Michael

M.B.A., University of Wisconsin - Madison
Madison, Management

Carr, Tara

M.B.A. Education, Saginaw Valley State Univ.
Beloit, Management

Carter, Cheryl

M.S., Concordia University
Eau Claire, Management

Carter, Theola

M.P.A., University of Wisconsin - Madison
Madison, Management

Chen, Barbara

M.A., Monterey Institute of International Studies
Fort Wayne, Liberal Arts

Cherwin, Mark

Ph.D., University of Nebraska
Mequon, Liberal Arts

Chryst, Rev. Thomas

M.Div., Concordia Theological Seminary
Kenosha/RAMAC, Liberal Arts

Cipriano, Thomas

M.S. Criminal Justice, Lewis University
Madison, Criminal Justice

Coger, Richard

Ph.D., Ohio State University
M.A., Ball State University
St. Louis, Liberal Arts

Coldren, Andrew

M.S.E. University of Wisconsin Whitewater
Beloit, General Studies

Cook, Jacqueline

M.S., University of Wisconsin - Milwaukee
Milwaukee Midtown, Mequon,
Human Resource Management

Cook, Jeffrey

M.A., Norwich University
Miller Park Way, Criminal Justice

Cook, William

M.B.A., St. Louis University
St. Louis, Management

Corona, Zeldia

M.B.A., Concordia University Wisconsin
Miller Park Way, Health Care Management

Crowder, Janet

M.A., University of Missouri - St. Louis
Miller Park Way, Liberal Arts

Curtis, Tim

M.S., Grand Canyon University
Beloit, Human Resource Management

D'Alberto, Paul

Master International Management,
Thunderbird
Mequon, Business Management

Daniels, Steve

M.S.Ed., University of Wisconsin - Oshkosh
Green Bay, Criminal Justice

Daul, David

J.D., University of Denver
Green Bay, Criminal Justice

Dawson, Linda

M.S., Kearney State College
Appleton, Green Bay, Management,
Liberal Arts

DeGabriele, Ola

M.S., University of Leningrad
Fort Wayne, Management

DeGrave, Patrick

M.S., Cardinal Stritch University
Mequon, Criminal Justice

Delahanty, Jaci

M.B.A., University of Dallas
Beloit, Human Resource Management

Douglas, Sandra

J.D., William Mitchell College of Law
Mequon, Management

Dressler, Jay

MS.Ed., University of Wisconsin, Eau Claire
Eau Claire, Health Care, Business,
Criminal Justice

Dreyer, John

M.Div., Concordia Seminary - Fort Wayne
Fort Wayne, Liberal Arts

Dunst, Terrence

J.D., University of St. Thomas
Eau Claire, Criminal Justice, Business

Eggebrecht, David

Ph.D., Marquette University
M.A., Marquette University
Mequon, Liberal Arts

Eggebrecht, Thomas

M.Div., Concordia Seminary - St. Louis
Mequon, Midtown, Liberal Arts

Eggold, Paul

M.Div., Concordia Seminary - St. Louis
Mequon, Management

Ehlke, Roland

M.Div., Wisconsin Lutheran Seminary
S.T.M., Wisconsin Lutheran Seminary
Ph.D., University of Wisconsin - Milwaukee
M.A., University of Wisconsin - Milwaukee
M.A., University of Wisconsin - Milwaukee
Mequon, Midtown, Liberal Arts

Eide, Wayne

M.B.A., Concordia University Wisconsin
Kenosha, Management

FACULTY

Ellenbecker, Cynthia

Ph.D., University of Wisconsin - Madison
Appleton, Management

Ellerbrook, Debra

M.M., Webster University
St. Louis, Management

Emmrich, David

M.A., St. Cloud University
S.T.M., Concordia University Seminary
M.Div., Concordia University Seminary
Madison, Liberal Arts

Evans, Elizabeth

Ph.D., University of Wisconsin - Milwaukee
Mequon, Management, Liberal Arts

Eyman, Eric

M.S., Cleveland State University
Fort Wayne, Management

Faulkner, Rev. David

M.Div., Concordia Seminary - St. Louis
Wausau, Theology, Liberal Arts

Feiertag, Thomas

D.Min., Trinity Evangelical Divinity School
M.Div., Concordia Seminary - Fort Wayne
Mequon, Liberal Arts

Ficken, Pastor Paul

M. Div. Concordia Seminary
Beloit, Theology

Firgens, Paige

M.B.A., Texas Christian University
Appleton, Green Bay, Management,
Human Resource Management

Firlus, Ann

M.E.P.D., University of Wisconsin -
Whitewater
Beloit, Liberal Arts

Fleisner, Marianne

M.S. Ed., Counseling,
University of Wisconsin - Whitewater
Madison, Business Management

Flowers, Joseph

Ph.D., Andrews University
M.A., Governor's State University
Fort Wayne, Management

Ford, Phil

M.S., Indiana Wesleyan University
Fort Wayne, Liberal Arts

Foti, John

M.S., University of Illinois
Beloit, Mathematics

Franckowiak, Debra J.

M.B.A., University of Phoenix
Kenosha, Health Care Management

Francois, Roger

M.A. Education Technology, Marian Univ.
Green Bay, Liberal Arts

Franklin, Frederick

M.S., Cardinal Stritch University
Midtown, Management

Frazier, Beverly

M.S., Morehead State University
Kenosha/RAMAC, Business Management

French, William

M.B.A., Southern Illinois University
Wausau, Health Care, Business

Gabel, Robert

S.T.M., Concordia Seminary - St. Louis
Miller Park Way, Theology

Gagan, Mary

M.O.B., Silver Lake College
Appleton, Green Bay,
Human Resource Management

Gang, Joyce

Ph.D., Washington University
M.S.W., Washington University
M.Ed., Washington University
St. Louis, Management,
Human Resource Management

Garbisch, Susan

M.S., Marian College
Mequon, Human Resource Management

Gaskin Jr., Thomas

M.A., Marian College
Miller Park Way,
Human Resource Management

Gaubatz, Noreen

Ph.D., Syracuse University
M.S., Northeastern Illinois University
Mequon, Liberal Arts

Geniusz, Robert

M.S., University of Wisconsin - Milwaukee
M.F.A., University of Wisconsin - Milwaukee
Mequon, Midtown, Liberal Arts

George, Raymond

M.B.A., Cardinal Stritch University
Mequon, Management

Gerlach, Frederick

Ph.D., Columbia University
M.I.A., Columbia University
Mequon, Liberal Arts

GeRue, Gerry

M.B.A., Concordia University
Ph.D., Capella University
Beloit, Management

Gierok, Peter

J.D., John Marshall Law School
Eau Claire, Criminal Justice

Gieseke, Richard

M.A., Concordia – River Forest
St. Louis, Liberal Arts

Gilbert, John

M.A.E., Truman State University
St. Louis, Liberal Arts

Girod, Sr., Robert

Ph.D., Union Institute
M.S., Central Missouri State University
Fort Wayne, Criminal Justice

Godt, Michael

M.P.A., University of Illinois
St. Louis, Management, MBA

Goldstein, Charles

M.A. Education, University of Chicago
Beloit, Management

Goryl, Diane K.

M.A., Marquette University
Mequon, Midtown, Miller Park Way,
Liberal Arts

Graf, Linda

M.S., University of Wisconsin
Beloit, Criminal Justice

Griggs, Ernette S.

M.B.A., Keller Graduate School
Miller Park Way,
Human Resource Management

Grigsby, Tamara

M.S.W., University of Wisconsin - Madison
Miller Park Way, Liberal Arts

Griselda, Aldrete

M.A., University of Nebraska - Omaha
Miller Park Way, Liberal Arts

Grzeca, Michael

M.T.S., St. Norbert College, De Pere, WI
Appleton/Green Bay, Criminal Justice Mgmt.

Guerra, Maria P.

M.S., Springfield College
Miller Park Way, Criminal Justice

Gulgowski, Paul

Ph. D., Western Pacific University
Ph. D., University of Bremen - Germany
M.A., Marquette University
Miller Park Way, Liberal Arts

Gurgel, Stephanie

M.B.A., Concordia University Wisconsin
Mequon, Human Resource Management

Gustina, Prisha

M.M.E., Silver Lake College
Beloit, Liberal Arts

Habeck, Darryl

M.B.A., Cardinal Stritch University
Mequon, Management

Hague, Tanya

M.S.N., University of Phoenix
M.H.A., University of Phoenix
B.S.N., St. Louis University
St. Louis, Health Care Management

Hall, Erik

M.A., University of New Haven
St. Louis, Criminal Justice

Handrich, Cynthia

M.S., Silver Lake College
Appleton, Human Resource Management

Hangleben, John

M.P.A., Southern Illinois University
St. Louis, Management,
Human Resource Management

Hanlon, Daniel

M.S., University of Wisconsin - Milwaukee
Mequon, Criminal Justice

FACULTY

Hardy, David

M.S., Lindenwood University
St. Louis, Management, Criminal Justice
Human Resource Management

Harris, Kenneth

M.B.A., Concordia University - Wisconsin
Mequon, Criminal Justice

Harrison, Timothy

M.S., University of Wisconsin - Whitewater
Mequon, Management

Haselow-Dulin, Maryanne

M.S., University of Wisconsin - Madison
Madison, Liberal Arts

Hathaway, Thom

M.P.A., Indiana University
Fort Wayne, Criminal Justice

Hauser, Larry

M.Div., Concordia Theo. Seminary - St. Louis
Mequon, Telecourse

Heindel, Mary Belle

M.S., University of Wisconsin - Madison
Madison, Health Care

Hellwege, John

Ph.D., A.B.D., S.T.M., M.Div.,
Concordia Seminary
St. Louis, Theology

Hendrickson, Marion

M.S., University of Illinois
M.Div., Concordia Seminary - St. Louis
Madison, Liberal Arts

Henne, Rev. Bruce

Th.M., Trinity Evangelical Div. School
Mequon, Kenosha, Liberal Arts

Herrera, Georgia

J.D., University of Wisconsin - Madison
Kenosha, Criminal Justice

Hintz, Colin

M.B.A., Northwood University
Wausau, Human Resources, Business

Hite-Ross, Marilyn

J.D., Indiana University School of Law
Beloit, Criminal Justice

Hoehner, Matthew

M.Div., S.T.M., Concordia Seminary
St. Louis, Theology

Hoffman, Linda

M.S., Indiana University
Fort Wayne, Human Resource Management

Holloway, Chuckson

Ph.D. ABD, University of Wisconsin -
Milwaukee
M.A., University of Chicago
Milwaukee Midtown Center, Criminal Justice

Holtan, Sarah

M.S., Concordia University Wisconsin
Mequon, Management

Holton, Deborah

M.A., Alverno College
Miller Park Way, Liberal Arts

Hopfensperger, Richard

M.S., University of Wisconsin - Oshkosh
Appleton, Green Bay, Management

Hopman, Paul

M.S., University of Wisconsin - Milwaukee
Appleton, Green Bay, Management

Horgan, John

D.A., St. John's University
M.A., Marquette University
Mequon, Liberal Arts

Hoverman, Ray

M.B.A., Indiana Institute of Technology
Fort Wayne, Management

Hufford, Dennis

M.A., University of Missouri
St. Louis, Criminal Justice

Hughes, Dale

J.D., University Wisconsin -
Madison Law School
Madison, Criminal Justice

Hull, Jennifer

Ph.D., University of Wisconsin - Madison
Madison, Liberal Arts

Hurley, Steven R.

M.S., Cardinal Stritch University
Kenosha, Criminal Justice,
Business Management

Ingalsbe, Diane

M.S., University of Wisconsin - Whitewater
Kenosha, Liberal Arts

Jacobetti, Lorrie

M.B.A., Concordia University - Wisconsin
Green Bay, Health Care Management

Jenkins-Powell, Tenia

M.A., Edgewood College - Madison, WI
Madison, Liberal Arts

Jewell, Chantell R.

M.B.A., Cardinal Stritch University
Miller Park Way, Criminal Justice

Johnson, Clint

M.A., Webster University
M.A.T., Webster University
St. Louis, Liberal Arts

Johnson, Robert

Ph.D., University of Idaho
M.B.A., University of Dayton
M.S., Iowa State University
Mequon, Liberal Arts

Johnson, Rolanda

M.B.A., Concordia University Wisconsin
Milwaukee Midtown Center,
Business Management

Jones, Shannon

Ph.D., Cardinal Stritch
M.P.A., Concordia University Wisconsin
Milwaukee Midtown Center, Criminal Justice

Jordan, William

M.B.A., University of Wisconsin -
Stevens Point
Wausau, Management

Juergensen, James

Ph.D., St. John's University
M.S., St. John's University
Mequon, Midtown, Liberal Arts

Jude-Boyd, Shirron

M.A., University of Phoenix
Miller Park Way,
Human Resource Management

Kalashian, Kathleen

J.D., John Marshall Law School
Mequon, Criminal Justice

Karlheim, Linda

M.S.M., Cardinal Stritch University
Mequon, Human Resource Management

Kastner, Connie

M.S.Ed., University of Wisconsin - Eau Claire
Eau Claire, Business, Liberal Arts

Keel, Judith

M.B.A., San Diego State University
Madison, Management

Kelley, Kendall

J.D., Marquette University
Green Bay, Criminal Justice

Kelly, Alonzo

M.S., University of Wisconsin
Kenosha, Human Resource Management

Kelsay, Kevin

J.D., Marquette University
Miller Park Way, Criminal Justice

Keuch, Rev. James

M.Div., Concordia Theological Seminary
Kenosha, Liberal Arts

Kidd, Satisha

M.B.A., Cardinal Stritch University
Miller Park Way, Management

Killen, Eric

M.A., Silver Lake College
Madison, Management

Kintz, Bruce

Ed.D., Lindenwood University
St. Louis, MBA

Klein, Tim

M.S., M.O.B., Silver Lake College
Appleton, Green Bay, Mequon
Human Resource Management, MBA

Knudson, Carol L.

M.A., University of South Florida
Kenosha/RAMAC, Core

Kober, DiAnne

M.S., Silver Lake College
Sheboygan, Management

Koch, Aaron

M.Div., Concordia Seminary - St. Louis
Milwaukee Midtown Center, Theology

Koehler, John

M.S., Cardinal Stritch University
Appleton, Green Bay
Human Resource Management

FACULTY

Kolk, Elizabeth

M.B.A., Concordia University Wisconsin
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Human Resource Management

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