





together with the Academic Advisor, guides the student through the Concentration requirements.

## GRADUATE CERTIFICATES

Graduate certificates may be added as an option and offered in conjunction with focused study in core curricular areas such as social science foundations, planning and evaluation, management, and individual and organizational accountability or in conjunction with the focused study in concentration areas such as listed above.

Interested individuals should consult with the Senior Director for further information about which graduate certificates will be offered during a given school year and how to proceed with enrollment.

Graduate certificates are developed and offered in accordance with standards set by the Graduate Council. While they serve to give evidence of focused study in a given field of specialization at the graduate level, they do not take the place of certification and licenses offered by professional associations and guilds.

## Courses (Credits)

See inside front cover for symbol code.

### ACCT625 (3)

#### Financial Accounting Research

Develops business leaders' financial-statement literacy. Topics include: understanding the nature of business transactions, identification of relevant economic events for reporting, determination of appropriate financial measures for those events, analysis of the effects of those events in the organization's performance and financial condition.

### ANTH417 (2)

#### Anthropology/Diversity in America

An introduction to cultural anthropology with special emphasis on principles and techniques of research applicable to community and international development.

### BSAD515 (3)

#### Organizational Behavior

Application of behavioral-sciences to management. The examination of contemporary theories and principles of human behavior. Topics include perception, personality, attitudes, motivation, leadership, decision making, communication, group processes, diversity, organizational change, self awareness, and stress management. A research paper and case analyses are required. Prerequisite: BSAD355.

### BSAD530 (3)

#### Management in Non-Profit Organizations

Issues facing managers in third-sector organizations. Studies of the mission and objectives pursued, strategic leadership and board composition, organizational structure and operation, marketing and fund-raising, financial management, training and motivation of volunteers, assessment of stakeholder satisfaction and overall operating effectiveness. A major field project is required.

**IDSC699 (4)**

*M*

**SOCI520 (2)**

*C*, *C*, *D*

Community development refers to the practice of planning and implementing projects to improve the quality of life for people living in poverty, both locally and internationally. Development will be presented as the building of social capital in our communities that enables them to function at a higher and more efficient level. Building on the core Christian principles that emphasize development, this course will provide students with a better understanding of community, while applying basic development concepts to local and international realities.

**SOCI530 (2)**

*C*, *N*, *A* & *C*, *M*

Introduction to various methods for assessing community needs and mapping community capacity to address those needs.

**SOCI535 (2)**

*P*, *B*, *B*, *G*

Building on assessment and capacity mapping, the related topics of program planning, budgeting, and grant-writing are presented. Hands-on experience is sought, linking classroom instruction and real community situations.

**SOCI545 (2)**

*P*, *I*, *E*

Grant writing, strategies for implementing a community project, and methods for evaluating a project are the main topics. Hands-on experience is utilized to link instruction with real community needs.