University policies, degree programs, and course descriptions for undergraduate and graduate students.

800-920-6723 | CSUGlobal.edu

The first independent, regionally accredited, 100% online state university in the country.
The Colorado State University-Global Campus (CSU-Global) Academic Catalog is the official source for academic program information. CSU-Global reserves the right to make changes to the catalog in order to fulfill its mission or to accommodate administrative needs in a timely fashion. In the event that such a change is made during the course of a trimester, the catalog will be republished with the alteration clearly indicated. The university will work closely with students to minimize impact should any such change affect their degree progress. For a complete list of student policies, please visit csuglobal.edu/policies.

Effective Date: March 18, 2019
Dear Students,

Learning at any age provides pathways to new opportunities and experiences, and we are pleased to be able to help facilitate your journey. It is our hope that your experience at CSU-Global will reinforce your ongoing commitment to lifelong learning, personal advancement, and societal contribution.

Our staff and faculty work hard to ensure that you gain the knowledge and skills necessary to meet the challenges of our technologically advanced and highly dynamic global marketplace. We have carefully selected and crafted our degree programs, specializations, and certificates of completion to prepare you for jobs and careers that have current and forecasted long-term growth. Additionally, we screen our faculty carefully for industry expertise and top academic credentials so that they can provide not only pertinent academic and learning information, but also professional and workplace mentoring and coaching.

Recent additions to the university include Awards of Completion and Endorsements, which you can view and print from your Student Portal. These awards mark your progress toward your academic goals, and they now also tie to LinkedIn’s Skillful initiative. We have also expanded the selection of Self-Study Assessments available at the undergraduate level, which can help reduce your degree cost and time to completion. Additionally, we are always researching and developing new specializations, so be sure to check with your Student Advisor, or review the website, for updates as you complete your degree.

In fulfillment of our mission as a nonprofit state university, CSU-Global provides...

- Student scholarships every trimester. There are no limits to the number of scholarships that students can receive.

- 24/7 access to live tutoring, technical support, library resources, librarians, and the Career Center.

- A Tuition Guarantee, which ensures that your tuition will not increase as long as you are an active student. This, along with no student fees and the tuition planning we offer to every student, means you can plan and budget successfully for your degree.

Thank you for choosing CSU-Global. We are very proud of all our students and alumni, and we look forward to helping you prepare for further personal and workplace success, this year and beyond.

Sincerely,
# Degree Programs

## Bachelor's Degrees

<table>
<thead>
<tr>
<th>B.S. in Accounting</th>
<th>B.S. in Information Technology</th>
</tr>
</thead>
<tbody>
<tr>
<td>B.S. in Business Management</td>
<td>B.S. in Interdisciplinary Professional Studies</td>
</tr>
<tr>
<td>B.S. in Communication</td>
<td>B.S. in Management Information Systems and Business Analytics</td>
</tr>
<tr>
<td>B.S. in Criminal Justice and Law Enforcement Administration</td>
<td>B.S. in Marketing</td>
</tr>
<tr>
<td>B.S. in Healthcare Administration and Management</td>
<td>B.S. in Organizational Leadership</td>
</tr>
<tr>
<td>B.S. in Human Resource Management</td>
<td>B.S. in Project Management</td>
</tr>
<tr>
<td>B.S. in Human Services</td>
<td></td>
</tr>
</tbody>
</table>

## Specializations

- Applied Social Sciences
- Business Administration
- Computer Programming
- Construction Management
- Criminal Forensics
- Criminal Justice Management
- Criminology
- Cyber Security
- Data Management and Analysis
- Digital Marketing
- Emergency Management
- Fundraising
- Foundations of Accounting
- Healthcare Management
- Human Resources and Organizational Development
- Information Technology Management
- Information Technology Operations
- Intelligence and Homeland Security
- Marketing
- Operations Management and Supervision
- Organizational Leadership
- Project Management
- Public Relations
- Public and Non-Profit Management
- Strategic Communication
- Virtualization and Cloud Computing

## Master's Degrees

<table>
<thead>
<tr>
<th>M.S. in Data Analytics</th>
<th>Master of Finance</th>
</tr>
</thead>
<tbody>
<tr>
<td>M.S. in Management</td>
<td>Master of Healthcare Administration</td>
</tr>
<tr>
<td>M.S. in Organizational Leadership</td>
<td>Master of Human Resource Management</td>
</tr>
<tr>
<td>M.S. in Teaching and Learning</td>
<td>Master of Information Technology Management</td>
</tr>
<tr>
<td>M.S. in Teaching and Learning — Education Leadership</td>
<td>Master of International Management</td>
</tr>
<tr>
<td>Principal Licensure Concentration</td>
<td>Master of Professional Accounting</td>
</tr>
<tr>
<td>Master of Criminal Justice and Law Enforcement Administration</td>
<td>Master of Project Management</td>
</tr>
</tbody>
</table>

## Specializations

- Accounting
- Applied Business Management
- Business Intelligence
- Contemporary Practices in K-12 Online Learning
- Criminal Justice Leadership
- Cyber Security
- English K-12 Educators
- English Language Learning (ELL)
- Finance
- Fraud Management
- Global Management
- Healthcare Administration
- Human Resource Management
- Human Resource Performance
- Information Technology
- International Management
- K-12 Educational Technology and Instructional Design
- Math K-12 Educators
- Online Learning Innovation and Design
- Organizational Leadership and Change Management
- Population Health
- Project Management
- Strategic Digital Information
- Strategic Innovation and Change Management
- Teacher Leadership
- Digital Instructional Architecture
Accreditation

Colorado State University-Global Campus is regionally accredited by The Higher Learning Commission (HLC).

230 South LaSalle Street, Suite 7-500
Chicago, Illinois 60604
(800) 621-7440; (312) 263-0456; Fax: (312) 263-7462

Prior to receiving independent regional accreditation on June 30, 2011, CSU-Global Campus operated under extended accreditation from the Colorado State University System campuses of CSU in Fort Collins (graduate degrees) and CSU-Pueblo (undergraduate degrees). Admitted students starting a degree program prior to September 2011 were offered the option to continue their studies under an extended regional accreditation from CSU System campuses. The following indicator noted on the front of the transcript will identify students enrolled under extended accreditation:

- Colorado State University-Pueblo online baccalaureate degree completion program offered through CSU-Global Campus.
- Colorado State University online master’s degree program offered through CSU-Global Campus.

All other students pursue a program of study under the CSU-Global Campus’ independent regional accreditation. For questions about transferability, or for further information about the accreditation process, visit the Higher Learning Commission website (http://www.ncahigherlearningcommission.org/).

Select programs from the School of Management and Innovation are also accredited by The Accreditation Council for Business Schools and Programs (ACBSP). These programs include the B.S. in Business Management, B.S. in Accounting, M.S. in Management, the Master of Finance, the Master of Professional Accounting, the B.S. in Human Resource Management, the Master of Human Resource Management, the B.S. in Marketing, the B.S. in Management Information Systems, and the M.S. in International Management. More information about ACBSP accreditation can be found at http://www.acbsp.org.

History of Colorado State University-Global Campus

Colorado State University-Global Campus is the newest institution in the Colorado State University System (CSUS), an established university system with a rich 140-year history that evolved from agrarian roots as a land-grant institution. CSU-Global was established on August 24, 2007, by the CSUS Board of Governors with a central goal of meeting the educational needs of adult learners in the State of Colorado and beyond by providing high quality online programs. On May 7, 2008, the CSUS Board of Governors delegated authority to CSU-Global to oversee academic, personnel, and financial matters consistent with powers granted to CSU and CSU-Pueblo. Thereafter, CSU-Global was legally sanctioned as a third, independent University on March 18, 2009, when Colorado’s Governor Ritter signed into law the State of Colorado Senate Bill 09-086 declaring the establishment of the CSU-Global Campus as an online university that is part of the Colorado State University System.

CSU-Global is the first statutorily-defined 100% online public university in the United States. It has a unique focus on the success of adult, nontraditional learners with learning outcomes focused on theory, knowledge, and skills necessary to secure employment and improve job performance. From its first class of nearly 200 students in 2008, CSU-Global has now grown to have a student body of over 10,000 students with more than 500 new enrollments admitted each session.

On June 30, 2011, Colorado State University-Global Campus was officially granted independent regional accreditation status by the Higher Learning Commission (HLC) of the North Central Association of Colleges and Schools. CSU-Global is the first public university in Colorado to receive initial HLC accreditation since 1971, a significant achievement for the university, the CSU System, and online education.
WELCOME TO CSU-GLOBAL

**Mission Statement**

CSU-Global Campus is committed to advancing student success in a global society, investing in human capital, expanding the state economy, and enhancing the quality of life for citizens in the state of Colorado and beyond by providing access to dynamic degree programs characterized by academic excellence, innovative delivery technologies, and strong stakeholder engagement.

**Vision Statement**

CSU-Global Campus is the premier provider of innovative, higher learning opportunities for nontraditional students in Colorado and beyond.

**University Values**

CSU-Global Campus has established the following set of values to formulate actions, direct decision-making, and lead employees in pursuit of its mission:

- **Mission-focused.** We drive student success in a global society through education, services, and support.
- **Innovative-thinking.** We identify solutions to facilitate student and CSU-Global success through nontraditional industry methods and progressive solutions that are effective, efficient, and innovative.
- **Accountability.** We are responsible for our own actions, for those of our department, and our university as we strive to be amazing.
- **Collaboration.** We don’t just talk about teamwork; we exhibit it in the way that we interact, consult each other, resolve issues, and respect each other’s contributions.
- **Learning and Growth.** We are a learning organization that continually evolves and is committed to continual improvement.
- **Professionalism.** We treat all others as we wish to be treated and as we wish to be defined by others.
Commitment to Diversity

CSU-Global is committed to providing, and has a fundamental responsibility to provide, equal educational opportunities to all individuals with the courage, desire, and dedication to pursue an education and fulfill their aspirations and dreams in a democratic and pluralistic society. CSU-Global strives to educate future leaders who will represent diverse perspectives as well as broad ethnic and cultural experiences.

Equal Employment Opportunity

Colorado State University System is an equal opportunity/affirmative action employer and complies with all Federal and Colorado State laws, regulations, and executive orders regarding affirmative action requirements. In order to assist CSU System in meeting its affirmative action responsibilities, ethnic minorities, women, and other protected class members are encouraged to apply and identify themselves.

Nondiscrimination Policy

CSU-Global does not discriminate on the basis of race, age, color, religion, national origin, gender, disability, sexual orientation, veteran status, or disability. CSU-Global complies with the Civil Rights Act of 1964, related Executive Orders 11246 and 11375, Title IX of the Education Amendments Act of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, Section 402 of the Vietnam Era Veteran’s Readjustment Act of 1974, the Age Discrimination in Employment Act of 1967, as amended, Americans with Disabilities Act of 1990, the Civil Rights Act of 1991, and all civil rights laws of the state of Colorado. Accordingly, equal opportunity for admission shall be extended to all persons, and CSU-Global shall promote equal opportunity and treatment through a positive and continuing affirmative action program. In order to assist CSU-Global in meeting its affirmative action responsibilities, ethnic minorities, women, and other protected class members are encouraged to apply and to identify themselves.

Admission of students and availability and access to CSU-Global programs and activities are made in accordance with policies of nondiscrimination.

Any CSU-Global student who encounters acts of discrimination because of age, race, religion, color, gender, sexual orientation, national origin, veteran status, or disability, either on or off campus, is urged to report such incident to the Office of Student Success. Any person who wishes to discuss a possible discriminatory act without filling out a complaint form is welcome to do so.

Any of the above discriminatory acts can also be the subject of complaints to the Department of Education, Office for Civil Rights, as well as to the Office of Federal Contract Compliance Programs, Equal Employment Opportunity Commission, and the Colorado Civil Rights Division.
Burgundy Track 2018-2019

<table>
<thead>
<tr>
<th></th>
<th>FALL TRIMESTER</th>
<th>WINTER TRIMESTER</th>
<th>SPRING TRIMESTER</th>
</tr>
</thead>
</table>

| Term Start - Courses open for registered students at least 48 hours prior to the term start. |
| Grades - Grades are due from faculty approximately one week after each term ends, and will be available on transcripts once they are finalized. |
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WELCOME TO CSU-GLOBAL
Colorado State University-Global Campus
CSUGlobal.edu

### F.A. Priority Deadline

<table>
<thead>
<tr>
<th>Term</th>
<th>Start Date</th>
<th>Last day to add a class</th>
<th>Last day to drop a class with full refund</th>
<th>Approximate F.A. disbursement</th>
<th>Last day to withdraw with a W</th>
</tr>
</thead>
<tbody>
<tr>
<td>FALL-B</td>
<td>8/8/18</td>
<td>8/10/18</td>
<td>8/13/18</td>
<td>8/20/18</td>
<td>8/22/18</td>
</tr>
<tr>
<td>FALL-C</td>
<td>9/5/18</td>
<td>9/7/18</td>
<td>9/10/18</td>
<td>9/17/18</td>
<td>9/19/18</td>
</tr>
<tr>
<td>FALL-D</td>
<td>10/3/18</td>
<td>10/5/18</td>
<td>10/8/18</td>
<td>10/15/18</td>
<td>10/17/18</td>
</tr>
<tr>
<td>WINTER-B</td>
<td>12/5/18</td>
<td>12/7/18</td>
<td>12/10/18</td>
<td>12/17/18</td>
<td>12/19/18</td>
</tr>
<tr>
<td>WINTER-C</td>
<td>1/9/19</td>
<td>1/11/19</td>
<td>1/14/19</td>
<td>1/21/19</td>
<td>2/20/19</td>
</tr>
<tr>
<td>WINTER-D</td>
<td>2/6/19</td>
<td>2/8/19</td>
<td>2/11/19</td>
<td>2/18/19</td>
<td>2/20/19</td>
</tr>
<tr>
<td>SPRING-B</td>
<td>4/10/19</td>
<td>4/12/19</td>
<td>4/15/19</td>
<td>4/22/19</td>
<td>4/24/19</td>
</tr>
<tr>
<td>SPRING-C</td>
<td>5/8/19</td>
<td>5/10/19</td>
<td>5/13/19</td>
<td>5/20/19</td>
<td>6/19/19</td>
</tr>
<tr>
<td>SPRING-D</td>
<td>6/5/19</td>
<td>6/7/19</td>
<td>6/10/19</td>
<td>6/17/19</td>
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### BURGUNDY TRACK 2019-2020

- **FALL TRIMESTER**
  - **FALL-A**: 7/15/2019 - 9/8/2019
    - **F.A. Priority Deadline**: 7/5/2019
    - **Last day to add a class**: 7/12/2019
    - **Start Date**: 7/15/2019
    - **Last day to drop a class with full refund**: 7/22/2019
    - **Approximate F.A. disbursement**: 7/24/2019
    - **Last day to withdraw with a W**: 8/19/2019
  - **FALL-B**: 8/12/2019 - 10/6/2019
    - **F.A. Priority Deadline**: 8/2/2019
    - **Last day to add a class**: 8/9/2019
    - **Start Date**: 8/12/2019
    - **Last day to drop a class with full refund**: 8/19/2019
    - **Approximate F.A. disbursement**: 9/18/2019
    - **Last day to withdraw with a W**: 9/16/2019
    - **F.A. Priority Deadline**: 9/30/2019
    - **Last day to add a class**: 9/6/2019
    - **Start Date**: 9/9/2019
    - **Last day to drop a class with full refund**: 9/16/2019
    - **Approximate F.A. disbursement**: 9/18/2019
    - **Last day to withdraw with a W**: 10/14/2019

- **WINTER TRIMESTER**
  - **WINTER-A**: 11/11/2019 - 1/12/2020
    - **F.A. Priority Deadline**: 11/1/2019
    - **Last day to add a class**: 11/8/2019
    - **Start Date**: 11/11/2019
    - **Last day to drop a class with full refund**: 11/18/2019
    - **Approximate F.A. disbursement**: 11/20/2019
    - **Last day to withdraw with a W**: 12/16/2019
  - **WINTER-B**: 12/9/2019 - 2/9/2020
    - **F.A. Priority Deadline**: 12/9/2019
    - **Last day to add a class**: 12/6/2019
    - **Start Date**: 12/9/2019
    - **Last day to drop a class with full refund**: 12/16/2019
    - **Approximate F.A. disbursement**: 1/22/2020
    - **Last day to withdraw with a W**: 1/20/2020
  - **WINTER-C**: 1/13/2020 - 3/8/2020
    - **F.A. Priority Deadline**: 1/3/2020
    - **Last day to add a class**: 1/10/2020
    - **Start Date**: 1/13/2020
    - **Last day to drop a class with full refund**: 1/20/2020
    - **Approximate F.A. disbursement**: 1/22/2020
    - **Last day to withdraw with a W**: 2/17/2020

- **SPRING TRIMESTER**
  - **SPRING-A**: 3/16/2020 - 5/10/2020
    - **F.A. Priority Deadline**: 3/6/2020
    - **Last day to add a class**: 3/13/2020
    - **Start Date**: 3/16/2020
    - **Last day to drop a class with full refund**: 3/23/2020
    - **Approximate F.A. disbursement**: 3/25/2020
    - **Last day to withdraw with a W**: 4/20/2020
  - **SPRING-B**: 4/13/2020 - 6/7/2020
    - **F.A. Priority Deadline**: 4/3/2020
    - **Last day to add a class**: 4/10/2020
    - **Start Date**: 4/13/2020
    - **Last day to drop a class with full refund**: 4/20/2020
    - **Approximate F.A. disbursement**: 5/20/2020
    - **Last day to withdraw with a W**: 5/18/2020
  - **SPRING-C**: 5/11/2020 - 7/5/2020
    - **F.A. Priority Deadline**: 5/1/2020
    - **Last day to add a class**: 5/8/2020
    - **Start Date**: 5/11/2020
    - **Last day to drop a class with full refund**: 5/18/2020
    - **Approximate F.A. disbursement**: 5/20/2020
    - **Last day to withdraw with a W**: 6/15/2020

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**GOLD TRACK 2019-2020**

**FALL TRIMESTER**
- **FALL-B** 8/12/2019 – 10/6/2019
- **FALL-C** 9/9/2019 – 11/3/2019
- **FALL-D** 10/7/2019 – 12/1/2019

**WINTER TRIMESTER**
- **WINTER-B** 12/19/2019 – 2/9/2020
- **WINTER-C** 1/13/2020 – 3/8/2020
- **WINTER-D** 2/10/2020 – 4/5/2020

**SPRING TRIMESTER**
- **SPRING-B** 4/13/2020 – 6/7/2020
- **SPRING-C** 5/1/2020 – 7/5/2020
- **SPRING-D** 6/8/2020 – 8/2/2020

*There is a 7 day winter break that occurs December 23 and December 29, 2019*

<table>
<thead>
<tr>
<th>Term</th>
<th>F.A. Priority Deadline</th>
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</thead>
<tbody>
<tr>
<td>WINTER-D</td>
<td>1/31/2020</td>
<td>2/7/2020</td>
<td>2/10/2020</td>
<td>2/17/2020</td>
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  Major in Project Management 69
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Addendum 1
“CSU-Global allowed me to fit classwork into my already busy schedule. I attribute my success in this program to the flexibility that has been provided. Even though all of the classes are online you truly do still have a connection with professors and other students.”

—Gina Nogare, M.S. in Organizational Leadership Alumnus
ADMISSIONS POLICIES

Application Process
Applicants interested in pursuing a degree or Certificate of Completion at CSU-Global Campus must submit an application and pay the required application fee to be considered for admission. Applicants must also submit official transcripts from each postsecondary institution they have attended.

Applicant Integrity
Applicants who knowingly submit false information including, but not limited to, forged or altered transcripts will be permanently barred from future admission and/or dismissed from the university. The Admissions Committee may review and/or deny admissions to any applicant, including the following:

- Those who breach student conduct standards.
- Those whose records indicate disciplinary censure or dismissal.
- Those whose records indicate that they were not in good academic standing at prior institutions.
- Those who demonstrate a lack of personal, academic, or technical ability required for success.

Submitting Official Transcripts to CSU-Global
Students applying for admission to CSU-Global are responsible for submitting official transcripts from prior institutions attended. "Official" refers to both the transcript type and delivery method delivery. A transcript is considered official if it is printed on official transcript paper and sent directly from the issuing school to CSU-Global in a sealed envelope. Transcripts that have been sent to the student and opened are not considered official. Some schools participate in electronic transcript exchange; CSU-Global will accept official electronic transcripts from approved service providers. CSU-Global accepts electronic transcripts from eSCRIP-SAFE, National Student Clearinghouse, & Parchment. The school from which the transcript will be ordered can supply instructions if any of these services are in use. Mail all other official transcript submissions to:

CSU-Global Campus
Attn: Admissions
7800 East Orchard Road, Suite 200
Greenwood Village, CO 80111

Technical Requirements
By applying for university admission, students are acknowledging that they meet the minimum technical requirements to complete coursework in the 100% online learning environment of CSU-Global Campus, including suitable access to a computer with internet connectivity.

Undergraduate Admissions

Standard Admissions
An offer of admissions may be granted to high school graduates (or GED equivalent) who:

- Meet First Year requirements and have a resume outlining 2 years of work experience.

- Students who do not have a full 2 years of work experience may be Provisionally Accepted by the Admissions Committee for provisional admission if they have at least one year of work experience by time of initial enrollment at CSU-Global. Such students are also expected to have at least two years of work experience before beginning the second year of study. The work experience requirement may be fulfilled by full time employment, part time employment, paid or unpaid internships/apprenticeships, or other volunteer work.

- Have completed more than 12 transferable semester hours of credit from a regionally accredited college or university.

- Transfer applicants must be in good standing at the institution last attended and have at least a 2.30 cumulative grade point average. If not, the records will be reviewed and a recommendation on admission will be made by the Admissions Committee.

- Have a high school diploma and are enrolling in an Undergraduate Certificate Program.

- Students who do not meet the State of CO First Time Freshmen or Transfer requirements may apply for Provisional Admission.
Applicants whose transfer credit is only from a nationally accredited school(s) or a military transcript, ACE-approved credit providers, or other non-traditional sources of transfer credit not resulting in a GPA will also be submitted to the Admissions Committee for review under the provisional admissions process.

**Additional General Admissions Requirements**

All entering undergraduate students are required to take either ORG100 or ORG300 in their first term.

Applicants who are enrolled at another institution at the time application for admission is submitted to CSU-Global should arrange to have an official transcript sent at the time of application as well as a final transcript sent when the final course at the current institution is completed, or should submit a Transcript Waiver Form.

After admission and receipt of official transcripts, evaluations of transferable credit will be completed. Each applicant must disclose all previous college experience on his or her application or be subject to delay of admission, loss of credit, rejection of application, and/or cancellation of enrollment.

All application materials for applicants who decide not to enroll for the term they applied will be kept on file for one year. Official transcripts will not be relinquished to applicants or students under any circumstances.

**First Year Admissions**

Students applying under the first year requirements, must submit an official high school transcript or GED transcript.

For students under the age of 20, official scores from a state-approved assessment of college-readiness such as the ACT or SAT must also be submitted. CSU-Global Campus grants admission to First-Year students based on the approved CCHE Admissions Index for moderately selective institutions. The minimum index score required for admission is an 86.

The SAT scores considered for the Admission Eligibility Index is based on the combined scores of: critical reading and math. The writing component is elective. CSU-Global will check the applicant’s high school transcripts or equivalent to ensure the student met the state requirements of HEAR:

- Required minimum high school coursework with a grade of C or higher (only for students graduating 2008 or after)

**2008/2009 Academic Area: 15 total units**

- English: 4 Units
- Mathematics: 3 Units
- Natural Science: 3 Units
- Social Science: 3 Units
- Foreign Language: No Requirement
- Academic Electives: 2 Units

**First Year Status**

Students who meet the criteria for admission with a First-Year status and do not have more than 12 transferable semester credits have the following restrictions on enrollment. Students in First-Year status are required to complete the four courses listed below in the order presented. First-Year students are eligible to take other 100, 200, and 300 level courses concurrently with the First Year sequence.

- ORG100: Navigating Organizations and Change
- ENG101: Composition I
- HUM101: Critical Reasoning
- ENG102: Composition II

Additionally:

- Students in First-Year status cannot register in overlapping Terms
- Students in First-Year status cannot enroll in 400 level coursework
- Students will not be allowed to self-register but will work with a Student Advisor on their course schedule after their first term.

**Undergraduate Conditional Admission**

Applicants who have submitted copies of unofficial transcripts from all prior institutions may be admitted conditionally upon recommendation of the Admissions Committee or its designee. The unofficial transcripts must demonstrate the applicant is qualified for admission (pending receipt of official transcripts).

Students admitted conditionally cannot begin courses in their first term until all official transcripts and/or Transcript Waiver forms are on file with the university. If all official
transcripts are not on file by the start of the term, the student will need to postpone to a later start date.

The student will be notified that he/she has achieved full admit status once all official transcripts have been received.

**Undergraduate Provisional Admission**

If the applicant does not qualify for standard admission, CSU-Global Campus may admit an applicant under provisional status if the application meets the minimum Provisional Admissions rubric requirements and/or is recommended by the Admissions Committee or Provost. CSU-Global reserves the right to access and review academic history as deemed relevant. Each provisional application will be reviewed under the Provisional Admissions Rubric. It is highly recommended applicants take their time preparing all materials for consideration. In addition to other application materials, applicants seeking admission under a provisional status must also submit:

- A formal, written, 400-500 word “statement of purpose” with:
  - A summary of professional, personal, and educational goals.
  - Clear and concrete plans for accomplishing academic goals at CSU-Global.
  - A statement indicating how learning will contribute to the student’s long-term professional goals.
  - A statement addressing the factors that negatively impacted prior academic history. Applicants should also address what has changed and why they believe they can be successful now.
  - Rationale for (a) pursuing a degree CSU-Global and (b) rationale for pursuing online education
- Applicants must also provide a detailed resume that includes all collegiate work, professional employment, special skills or competencies, publications, exhibitions, prizes, awards, and service activities.
- SmarterMeasure Assessment

Students admitted provisionally cannot begin courses in their first term until official transcripts and/or Transcript Waiver forms are on file with the university. The applicant will be notified of any additional conditions or coursework beyond the standard degree requirement prior to enrollment. Students who fail to meet the conditions of their provisional admission status may be denied admission and administratively withdrawn. Students who are denied admission may appeal the decision by completing the “Re-Entry Appeal” form. All outstanding student account balances must be paid in full and all official transcripts must be on file prior to consideration of the appeal by the Student Success Committee. If a re-entry appeal is approved, financial aid eligibility is reviewed on a case-by-case basis to determine if a student would qualify to receive federal student loans.

Undergraduate students may be considered for Provisional Admission if there are positive indicators of success through review of additional documentation (e.g., non-accredited coursework completed, relevant professional experience, or outstanding professional achievement).

Provisionally admitted undergraduate students must meet satisfactory academic progress requirements. Once provisionally admitted, students must complete six (6) credit hours and earn a cumulative GPA of 2.00 or higher in order to be eligible for full admission. When the conditions are met, the student will be notified that he/she has achieved full admissions status. This does not apply to First-time students.

First-time students under the age of 20 years, will be considered for Provisional Admission if they do not meet the CSU-Global Campus minimum Admissions Standards of:

- High School GPA of 2.3 or higher on a 4.0 scale OR High School Equivalency/GED (50th percentile ranking): 118 version: 50, 2002 version: 500, 2014 version: 628
- And have of a state-approved assessment of college readiness resulting in a minimum index score of 86.

**Undergraduate International Admission**

International applicants are defined as individuals who either completed their prior education at a foreign (outside of the United States) institution or are non-native English speakers. Please note that CSU-Global is not a Student and Exchange Visitor Program (SEVP) certified school and does not participate in issuing or recertification of student visas.

In addition to meeting standard admissions requirements, international applicants interested in enrolling in courses at
CSU-Global must submit documentation of English proficiency. While alternative English proficiency measurements may be considered for provisional admission, the Test of English as a Foreign Language (TOEFL) or International English Language Testing System (IELTS) exams are preferred. Applicants must arrange to have official score reports sent directly from the testing agency to CSU-Global. The TOEFL score recovery code CSU-Global is 8824. Unofficial score photocopies and test scores older than two (2) years will not be accepted.

Undergraduate applicants who have not graduated from a high school located in the United States or in one of the English-speaking countries listed on the One World Nations website (http://www.nationsonline.org/oneworld/countries_by_languages.htm) must demonstrate an appropriate level of English language proficiency to be eligible for admission by submitting one of the following:

- The Internet-based or paper-based version of the Test of English as a Foreign Language (TOEFL). A minimum score of 60 on the Internet exam, 173 on the computer exam, or 500 on the paper exam is required for admittance.

- The International English Language Testing System (IELTS), including the academic writing and academic reading modules. A minimum score of 5.0 is required for admittance.

- An official transcript indicating completion of an Associate of Arts or an Associate of Science degree from a U.S. regionally accredited college or university.

- An official transcript indicating a grade of C or higher (2.00 on a 4.00 scale) in an English composition course from a regionally-accredited U.S. college or university. The course must be equivalent to U.S. college composition and the class must have been completed within the last two (2) years.

- An official transcript indicating the applicant has passed the U.S. General Education Development (GED) test within the last five (5) years.

All scores or transcript must be sent directly to CSU-Global directly from the issuing organization. Photocopied, faxed, emailed, or unofficial documents will not be accepted.

Graduate Admissions

Graduate Standard Admission

Applicants are eligible for admission into a graduate program if they have earned a bachelor's or master's degree from a regionally accredited institution. An undergraduate or graduate GPA of 3.00 or better (on a 4.00 scale) is preferred. For those applicants with an undergraduate GPA lower than 3.00, a graduate degree (or higher) GPA of 3.00 (on a 4.00 scale) can also be used for admission. Applicants with an undergraduate GPA below 3.00 may apply for Provisional Admission. Applicants with an undergraduate GPA lower than 3.00 and a graduate GPA lower than a 3.00 may also apply for Provisional Admission.

Graduate Conditional Admission

Applicants who have submitted copies of unofficial transcripts from all prior institutions may be admitted conditionally upon recommendation of the Admissions Committee or its designee. The unofficial transcripts must demonstrate the applicant is qualified for admission (pending receipt of official transcripts).

Students admitted conditionally cannot begin courses in their first term until all official transcripts are on file with the university. If all official transcripts are not on file by the start of the term, the student will need to postpone to a later start date.

The student will be notified that he/she has achieved full admit status once all official transcripts have been received.

Graduate Provisional Admission

If the applicant does not qualify for standard admission, CSU-Global Campus may admit an applicant under provisional status if the application meets the minimum rubric requirements and is recommended by the Admissions Committee or Provost. CSU-Global reserves the right to access and review academic history as deemed relevant. Each provisional application will be reviewed under the Provisional Admissions Rubric. It is highly recommended applicants take their time preparing all materials for consideration. In addition to other application materials, applicants seeking admission under a provisional status must also submit:

- A formal, written, 400-500 word "statement of purpose" with:
  • A summary of professional, personal, and educational goals.
ADMISSIONS POLICIES

• Clear and concrete plans for accomplishing academic goals at CSU-Global.

• A statement indicating how learning will contribute to the student’s long-term professional goals.

• A statement addressing the factors that negatively impacted prior academic history. Applicants should also address what has changed and why they believe they can be successful now.

• Rationale for (a) pursuing a degree CSU-Global and (b) rationale for pursuing online education.

• Applicants must also provide a detailed resume that includes all collegiate work, professional employment, special skills or competencies, publications, exhibitions, prizes, awards, and service activities.

• SmarterMeasure Assessment

Students admitted provisionally cannot begin courses in their first term until all official transcripts and/or Transcript Waiver forms(s) are on file with the university. The applicant will be notified of any additional conditions or coursework beyond the standard degree requirement prior to enrollment and may be limited to enrollment of one course during their first term. Students who fail to meet the conditions of their provisional admission status may be denied admission and administratively withdrawn. Students who are denied admission may appeal the decision by completing the “Re-Entry Appeal” form. All outstanding student account balances must be paid in full and all official transcripts must be on file prior to consideration of the appeal by the Student Success Committee. If a re-entry appeal is approved, financial aid eligibility is reviewed on a case-by-case basis to determine if a student would qualify to receive federal student loans.

Graduate students may be considered for provisional admission if there are positive indicators of graduate success through review of additional documentation (e.g., high GRE or GMAT scores, undergraduate performance in upper division courses, graduate course success, relevant professional experience, or outstanding professional achievement).

Graduate applicants who do not meet standard admissions requirements or who have content-area deficiencies may be required to complete RES500 Fundamentals of Quantitative Analysis or RES501 Fundamentals of Research and Writing as part of their degree requirements. These courses prepare students to successfully meet the learning objectives of their degree program.

Provisionally admitted graduate students must meet satisfactory academic progress requirements. Once Provisionally admitted graduate students complete six (6) credit hours cumulative GPA of 3.00 or higher they are eligible for full admission. When the conditions are met, the student will be notified that he/she has achieved full admission status.

Graduate International Admission

International applicants are defined as individuals who either completed their prior education at a foreign (non-English) institution or are non-native English speakers. Please note that CSU-Global is not a Student and Exchange Visitor Program (SEVP) certified school and does not participate in issuing or recertification of student visas. In addition to meeting standard admissions requirements, international applicants interested in enrolling in courses at CSU-Global must submit documentation of English proficiency. While alternative English proficiency measurements may be considered for provisional admission, the Test of English as a Foreign Language (TOEFL) or International English Language Testing System (IELTS) exams are preferred. Applicants must arrange to have official score reports sent directly from the testing agency to CSU-Global. The TOEFL score recovery code CSU-Global is 8824. Unofficial score photocopies and test scores older than two (2) years will not be accepted.

Graduate applicants who have earned a bachelor’s degree at a non-U.S. institution must have their transcripts reviewed by an approved evaluation service in order to be considered for admission. Official transcript evaluations must be sent directly from the evaluation service to CSU-Global. Approved evaluation services are listed at http://www.naces.org/. Transcripts evaluated by AACRAO (http://www.aacrao.org) are also accepted. As a minimum, the evaluation must indicate equivalency to the completion of a bachelor’s degree from a regionally-accredited university and include cumulative GPA. Graduate applicants who have not completed with an undergraduate degree from a regionally accredited institution located in the United States or in one of the English speaking countries listed on the One World Nations website (http://www.nationsonline.org/oneworld/countries_by_languages.htm) must also demonstrate an appropriate level of English language profi-
ciency. These students must submit one of the following to be eligible for admission:

- The internet-based or paper-based version of the Test of English as a Foreign Language (TOEFL). A minimum score of 60 on the Internet exam, 173 on the computer exam, or 500 on the paper exam is required for admittance.

- The International English Language Testing System (IELTS), including the academic writing and academic reading modules. A minimum score of 5.0 is required for admittance.

- An official transcript indicating completion of an Associate of Arts or an Associate of Science degree from a U.S. regionally accredited college or university.

- An official transcript indicating a grade of C or higher (2.00 on a 4.00 scale) in an English composition course from a regionally-accredited U.S. college or university. The course must be equivalent to U.S. college composition and the class must have been completed within the last (2) years.

- An official transcript indicating the applicant has passed the U.S. General Education Development (GED) test within the last five (5) years.

- An official transcript showing completion of a baccalaureate or master’s level credential from a regionally accredited U.S. institution with an overall GPA of 3.00 (on a 4.00 scale) or higher.

All scores or transcript must be sent directly to CSU-Global directly from the issuing organization. Photocopied, faxed, emailed, or unofficial documents will not be accepted.

Non-Degree Seeking

Non-degree seeking (NDS) status is designed for students who wish to complete a Certificate of Completion, those who do not intend to become degree seeking, and those who do not currently meet degree-seeking requirements. Non-degree seeking students are not eligible for financial aid and are subject to the same institutional requirements as degree seeking students.

Applicants must submit an application for non-degree seeking status in order to be admitted. Students who take courses in NDS status may later apply for a degree program if they meet the minimum requirements for admission.

Applications for degree seeking status will only be accepted for the next available term after the admissions criteria have been met.

Non-degree seeking students who fail to meet Satisfactory Academic Progress standards or fail to pay student account balances as required may be administratively withdrawn.

Undergraduate Students

Undergraduate students may complete up to 15 credit hours, but attempt no more than 22 credit hours at CSU-Global in non-degree seeking status. Prior to the completion of the 15 credit hours, NDS students must apply for admission to a degree program or submit the “Lifelong Learner Acknowledgment” form if they wish to continue to take courses in non-degree seeking status.

To be eligible for admission to an undergraduate degree program, NDS students must:

- Meet all current admission criteria for degree seeking status, including minimum GPA, credit requirements, and proof of high school graduation.

- Have all official transcripts on file with the university.

- Meet Satisfactory Academic Progress standards, cumulative GPA of 2.0 and 66.66% completion rate.

- Have all outstanding account balances paid in full.

- Non-degree seeking students pursuing a Certificate of Completion cannot complete all requirements through CSU-Global’s Credit by Exam program.

Graduate Students

Graduate students may complete up to 12 credit hours but attempt no more than 18 credit hours at CSU-Global in non-degree seeking status. Prior to the completion of the 12 credit hours, NDS students must apply for admission to a degree program or submit the “Lifelong Learner Acknowledgment” form if they wish to continue to take courses in non-degree seeking status.

To be eligible for admission to a graduate degree program, NDS students must:

- Meet all current admission criteria for degree seeking status, including minimum undergraduate GPA requirements and completion of a regionally accredited bachelor’s degree.
ADMISSIONS POLICIES

• Meet Satisfactory Academic Progress standards at CSU-Global Campus, cumulative GPA of 3.0 and 66.66% completion rate.

• Have all outstanding account balances paid in full.

• Have official transcripts on file with proof of Bachelor’s degree.

• Non-degree seeking students pursuing a Certificate of Completion cannot complete all requirements through CSU-Global’s Credit by Exam program.

Lifelong Learners

Student may request to enroll at CSU-Global as Lifelong Learners to take courses for personal or professional enrichment rather than for degree-seeking purposes. Lifelong Learners who wish to enroll in graduate level courses must submit official transcripts documenting completion of a regionally accredited bachelor’s degree. Lifelong Learners are not eligible for financial aid and are subject to the same institutional requirements as degree seeking students.

Lifelong Learners may apply to become degree seeking if all admissions and degree requirements for their degree program of interest are met. No more than 15 undergraduate credits or 12 graduate credits earned in a non-degree seeking status may be applied towards graduation and degree requirements. All courses taken at CSU-Global will calculate towards the cumulative GPA. Duplicative credit will not be accepted in transfer by CSU-Global.

Returning Students

Students who have been enrolled at CSU-Global and received a grade notation in a course but whose attendance was interrupted for one year are required to apply for re-entry to the university. Students will not be considered for re-admission unless all account balances have been paid.

Students re-admitted after an absence of one year are governed by the policies, courses, and catalog in effect at the time of re-admission and may see a change to their degree plan and total earned and transferred credit upon re-entry. Students who submit a catalog appeal upon re-entry understand that an approved catalog appeal only preserves the major and specialization core list of classes required. Catalog appeals do not preserve transfer or resident-earned credit. Degree seeking students who attended other institutions must provide official transcripts.

Undergraduate Students

Undergraduate students whose previous CSU-Global work resulted in a cumulative GPA below 2.00 and/or course completion rate below 66.66% must also provide a written statement detailing their previous academic difficulties, the student’s plans to overcome these difficulties, and any other pertinent information to assist the admissions committee in making a decision.

Graduate Students

Graduate students whose previous CSU-Global coursework resulted in a GPA below 3.00 and/or course completion rate below 66.66% must also each provide a written statement detailing their previous academic difficulties, their plans to overcome these difficulties, and other pertinent information to assist the admissions committee in making a decision.

Re-entry Catalog Appeal

Graduate and Undergraduate students may appeal the admission committee to admit them under their previous catalog in order to preserve the major and specialization required courses. Students who have been withdrawn for a period less than 12 months, and have completed 90 or more credits toward an undergraduate degree or 18 or more credits toward a graduate degree, may be automatically re-admitted under their previous catalog. CSU-Global reserves the right to discontinue or place on teach-out, programs and/or courses without notice. Students may be denied catalog re-entry who have been withdrawn from the University for a period of 12 or more months, and have had their program discontinued or, have a significant portion of required coursework discontinued or on teach-out. Students re-enrolled under an approved catalog appeal or automatic catalog reinstatement are governed by the policies in effect at time of readmission. Loss of transfer credit or changes in resident credit applicability within the degree plan may change upon official re-entry evaluation.

Double Major

Undergraduate Students

CSU-Global does not offer the option of a double major for undergraduate students. Students interested in continuing baccalaureate-level education following the completion of their undergraduate degree may wish to consider a second baccalaureate degree.

Graduate Students

CSU-Global does not offer double majors for graduate degrees. Additional majors or specializations will not be
awarded or posted to a transcript once the master’s degree has been granted. However, prior to graduation, students may select a second specialization, provided that there is no course overlap; the second specialization will be listed on the transcript if all coursework is completed prior to degree conferral.

CSU-Global also offers a dual degree option for specific graduate degree programs.

CSU-Global Graduation Upgrade
Baccalaureate-seeking seniors who have been reviewed and have received initial approval to graduate from CSU-Global may apply for admission into a CSU-Global graduate degree program. Graduate Admission policies apply. Students who successfully complete all required undergraduate coursework prior to end of the trimester may be allowed to begin their graduate program earlier; these students should speak with their advisors for additional information and restrictions. Graduate level courses (500-level) cannot be used to satisfy both baccalaureate and graduate degree requirements. CSU-Global recommends that students take a break in study of at least one eight-week term prior to pursuing further studies. Tuition guarantee applies only for the current program. Students who complete their program and return for additional courses or degree programs should consult an advisor for more information about tuition rates.

Alumni Admissions Process
Students who have earned a degree from CSU-Global and wish to return for a second degree should email Admissions@CSUGlobal.edu for more information about the alumni admission procedure. The application fee is waived for graduates. Baccalaureate graduation candidates seeking to transition into a graduate program should review the CSU-Global Graduation Upgrade section. Courses cannot be used to satisfy more than one baccalaureate or graduate degree requirement.

Tuition guarantee applies only for the current program. Students who complete their program and return for additional courses or degree programs should consult an advisor for more information about alumni tuition.

Second Bachelor’s Degree
Students may pursue a second baccalaureate degree in a different major area than earned in their first baccalaureate degree. Minimum requirements include satisfying all major and prerequisite requirements for the second degree, which includes the completion of at least 30 additional semester hours of credit at CSU-Global with a minimum GPA of 2.00.

Due to course overlap, not all programs are available; interested students should contact their advisor for more information. When applying for admission, the degree program selected may require approval from the Provost or his/her designee if a significant content overlap between the two programs is discovered. The general education and institutional requirements are considered complete if the student has earned a baccalaureate degree from a regionally accredited college or university.

Students who completed their first baccalaureate degree with CSU-Global are eligible for Alumni Admission.

Second Master’s Degree
Following degree conferral, students who are interested in a second master’s degree should consult their enrollment counselor for more information about the alumni admission procedure. The application fee is waived for CSU-Global alumni. Due to course overlap, not all programs are available for this option. Courses cannot be used to satisfy more than one baccalaureate or graduate degree requirement, and a prior graduate degree earned will not reduce the amount of credit required for a graduate level program. Tuition guarantee applies only to the current program. Students who complete their program and return at a later time should consult an enrollment counselor about alumni tuition rates.

Appeal of Admissions Decision
Applicants who have been denied admission and feel that the Admissions Committee did not fully consider all factors regarding their qualifications may file a Provost Appeal, including the appeal form and documentation, demonstrating capacity for successful degree completion. Admissions appeals must be received within three weeks of the admission denial notification. The decision of the Provost is final.

State-Specific Authorizations
As a regionally accredited public university that participates in federal financial aid programs, CSU-Global works to ensure that it provides students with accurate and complete regulatory information. This includes documenting compliance with the state laws in any states where educational programming is offered as required by the U.S. Department of Education’s Program Integrity Rules.
Not all states require state-specific authorizations, and the activities that require authorization vary from state to state. Please direct any questions related to state authorizations to State.Authorizations@CSUGlobal.edu.

**NC-SARA.** CSU-Global is a participating member in SARA. The State Authorization Reciprocity Agreement (SARA) is an agreement among member states, districts, and territories that establishes comparable national standards for interstate offering of postsecondary distance education courses and programs. SARA is overseen by the National Council for State Authorization Reciprocity Agreements (NC-SARA) and administered by four regional education compacts. For the State of Colorado, this is the Western Interstate Commission for Higher Education (WICHE).

Once a state has joined SARA, and then subsequently approves a school or college as a participating institution, a university may offer distance education to students residing in SARA participating states. Approved institutions will have no restrictions on advertising, marketing, program offerings, and with minimal restrictions on clinical practice and internships (no greater than 10 students at one location).

For a list of Colorado approved institutions see: [http://nc-sara.org/states/co](http://nc-sara.org/states/co).

For a list of currently approved institutions and participating states see: [http://nc-sara.org/sara-states-institutions](http://nc-sara.org/sara-states-institutions).

**Internships and Practica.** Some states have restrictions regarding internships, student teaching, and practica. As such, these opportunities may not be available in all states. Please see the following page for a list these of states: [https://csuglobal.edu/about/who-we-are/accreditation/state-specific-authorizations](https://csuglobal.edu/about/who-we-are/accreditation/state-specific-authorizations).

**State Contact Information for Grievances**

Students who have not reached a satisfactory resolution upon completion of the institutional grievance process may file a complaint with the appropriate state agency. Please visit the following page for a complete list of state contacts: [https://csuglobal.edu/about/who-we-are/accreditation/state-specific-authorizations](https://csuglobal.edu/about/who-we-are/accreditation/state-specific-authorizations).
TRANSFER CREDIT POLICIES

“My student experience here has been unforgettable. The teachers have been willing to work with me through all of my struggles. My advisors have been responsive and outstanding in answering any and all of my questions.”

—Maryann Roth, M.S. in Management Student
TRANSFER CREDIT POLICIES

Credit will be reviewed for transfer to CSU-Global upon submission of official transcripts.

**Undergraduate Transfer Information**

CSU-Global's Prior Learning Assessment (PLA) and Self-Study Assessment (SSA) credits do not count toward the 30 semester hours of resident credit.

**Collegiate Credit**

Credit is accepted by CSU-Global from regionally accredited institutions. To be considered in transfer, non-remedial prior college credit must have been completed with a grade equivalent to C- (70%) or higher. CSU-Global may accept in transfer approved general education courses from CSU-Ft. Collins with grades equivalent to a D towards general education requirements. Credit will be reviewed for transfer to CSU-Global upon submission of official transcripts. When making substitutions for courses within the major or specialization, coverage of outcomes should approximate a minimum of 70 percent. CSU-Global does not allow transfer of lower division coursework into upper division coursework unless approved by the Provost or his/her designee. Acceptance of credit to be applied toward a major requirement will be determined by faculty.

Transfer grades and credits are not computed within the cumulative grade point average earned at CSU-Global.

When transferring coursework that is transcribed in quarter hours, CSU-Global will convert this to semester hours of credit. Earned credit for each course will be multiplied by 0.667.

**Time Limitation of Credit Transfer**

Credit earned 10 or more years prior to the date of admission cannot be applied towards major or specialization requirements. However, it may be applied towards the fulfillment of many general education requirements and electives. To ensure student success, the general education areas of written communication and math may not always be fulfilled with credit earned 10 or more years prior to the date of admission; students may be required to take a current written communication and/or math course.

**Credit from Other CSU System Campuses**

C.R.S. § 23-5-122, “Intra-institutional and intra-system transfers”: On or before October 1, 1993, the governing board of every state-supported institution of higher education shall have in place and enforce policies regarding transfers by students between undergraduate degree programs which are offered within the same institution or within the same institutional system. Such policies shall include, but not be limited to, the following provisions:

- If not more than 10 years prior to transferring into an undergraduate degree program, a student earns credit hours which are required for graduation from such undergraduate degree program, such credit hours shall apply to the completion of such student’s graduation requirements from such undergraduate degree program following such transfer.

- A student who transfers into an undergraduate degree program shall not be required to complete a greater number of credit hours in those courses which are required for graduation from such undergraduate degree program than are required of students who began in such undergraduate degree program, nor shall there be any minimum number of credit hours required post-transfer other than the normal degree requirements for non-transferring students.

- The grade point average required for a student to apply and be fully considered for transfer into an undergraduate degree program shall be no higher than that which is required for graduation from such undergraduate degree program.

**Two-Year Institutions**

CSU-Global accepts a maximum of 64 semester hours of lower division credit from an accredited community or junior college. Upper division credit from community or junior colleges will be transferred in up to the maximum of 90 semester credit hours in combination with all other transfer credit.

Students who have a conferred Bachelor of Applied Science from an accredited community or junior college may have a course by course evaluation completed to determine final transfer credit and applicability. Transfer credit may be subject to the 64 credit transfer limit for lower division coursework. Upper division coursework may be transferred in up to the maximum of 90 semester credit hours in combination with all other transfer credit.
Associate Degree Information
Students who have completed an A.A. or A.S. degree from a Colorado Community College System institution, including gPathways general education curriculum with a C- or better, will transfer with junior standing. Students who have completed an A.A.S. degree from a Colorado Community College will be subject to a transfer credit evaluation of credit and the amount of transfer credit will vary (unless coming from an approved articulation agreement).

Students who have completed an A.A., A.S., A.A.S., or A.G.S. from a Community College outside of the Colorado Community College System will be subject to a course evaluation and the amount of transfer credit will vary.

Career (Vocational), Technical, Co-operative Education and Internships
CSU-Global Campus accepts a maximum of 15 credits of Co-operative, internship, externship, vocational (career), technical or apprenticeship credit. Co-operative education are courses that combine classroom based academics with practical work or lab experience. In the state of Colorado, schools that are considered technical schools may be found at <https:/ /highered.colorado.gov/academics/colleges/ vocational.as>. Credits earned at these schools may be subject to the 15 credit transfer maximum regardless of program or coursework taken.

CSU-Global Campus designates the below programs/areas of study as career or technical credit. Technical credit is defined as college-level credit in the mechanical, practical or industrial arts. Students with coursework from these programs may be subject to the 15 credit transfer maximum and a course by course evaluation, not including courses designated as general education courses by CSU-Global. This list is not inclusive and subject to change without notice:

- Medical/Dental Assistant
- Vet Tech
- Phlebotomy
- Practical and Nurse Assistant
- EMT/Paramedic
- Office Administration
- Welding, Mechanical, and apprenticeship programs, such as plumbing & electrical
- Culinary Arts

Bachelor of Applied Science Degrees
Students with Bachelor of Applied Science Degrees in the areas of technical, practical or industrial arts may not be subject to the 15 credit transfer maximum. Students with Bachelor of Applied Science Degrees in these areas seeking a second Bachelor’s with CSU-Global may have a course by course evaluation completed to determine final transfer credit and applicability.

Limitation of Physical Education Credit
CSU-Global will accept a maximum of 6 physical education credits from accredited institutions.

National Accreditation
Credit from an institution without regional accreditation will be reviewed for transfer. Institutions must be accredited by an organization recognized by the U.S. Department of Education, unless otherwise approved by the Provost. Acceptance of credit to be applied toward a major requirement will be determined by faculty.

Students who submit credits solely from nationally accredited institutions will be required to apply for provisional admittance.

Students with bachelor’s degrees from nationally accredited institutions who are seeking a second bachelor's will not have their general education and institutional requirements considered complete. These students will have a course-by-course evaluation to determine transfer credit.

International Credit
CSU-Global may accept undergraduate or graduate credit that has been earned at non-U.S. institutions if the coursework is consistent in level and content with courses offered at regionally accredited U.S. institutions. Transcripts must be reviewed by an approved evaluation service in order to be considered for transfer. Official transcript evaluations must be sent directly from the evaluation service to CSU-Global. Approved evaluation services are listed at http://www.naces.org/. Transcripts evaluated by AACRAO (http://www.aacrao.org) are also accepted.

A course-by-course evaluation is required and must demonstrate a U.S. equivalent to the institution, accreditation, the degree type, and cumulative GPA. All submitted evaluations that do not include a GPA will be reviewed and are subject to provisional admission requirements. All admissions standards apply. Students who would like international courses applied to the major, math, or English composition, must submit a syllabus translated into English by a NACES approved member or AACRAO. Acceptance of credit to be applied toward a major requirement will be determined by faculty.
Alternative Credit Options

CSU-Global makes every effort to provide students with opportunities to earn academic credits that contribute toward supporting student learning and accelerate degree completion. Alternative credit options allow adult learners to demonstrate competency - through a combination of knowledge, prior experiences, and independent learning -- in order to decrease cost and time when earning a degree.

CSU-Global Self-Study Assessments (SSAs)

Students have the option of earning course credits for specific content areas through the completion of a proctored exam. All exams are developed by university faculty members and are proctored through an independent organization. Self-Study Assessments (SSAs) are not intended to measure a pre-existing knowledge base and are designed for students to teach themselves, through self-paced study, the content sufficient to earn credit. Each three-credit proctored challenge exam costs a non-refundable $250, which covers two allowable attempts per SSA. If a student does not pass the exam after two attempts, the course must be taken. A one-credit proctored challenge exam costs $150 and can also be attempted twice. Students who complete the exam with a score of 70% or higher will receive undergraduate college credits. Students have a 16-week period to complete their SSA exams.

All students must complete the proctored exam online via the proctoring service, using a webcam (no equipment will be provided), and cannot utilize an in-person testing location. These non-resident credits may be applied toward an undergraduate degree at CSU-Global. Transferability to other institutions is at the discretion of the receiving institutions and students are advised to submit the SSA Study Guide to their intended transfer institutions, if applicable, prior to investing in a SSA. SSA exam credit is not approved for Colorado gtPathway guaranteed transfer, as SSAs are not considered resident credit, and SSA credit courses are marked on the transcript with an “S” suffix (i.e., SOC101S Introduction to Sociology).

The following courses are available by SSA:

Accounting*
ACT300S: Principles of Accounting I
ACT301S: Financial Accounting
ACT305S: Managerial Accounting
ACT325S: Principles of Accounting II
ACT350S: Intermediate Accounting I
ACT360S: Intermediate Accounting II
ACT405S: Federal Individual Taxation

ACT410S: Government and Non-Profit Accounting
ACT415S: Business Taxation
ACT425S: Information Systems for Accounting
ACT450S: Auditing
ACT460S: Cost Accounting
ACT470S: Advanced Accounting

* Accounting SSAs may not be accepted by the South Carolina Board of Accountancy toward licensure in South Carolina. Please verify acceptance of SSAs toward licensure with your state board prior to registration.

Communication
COM310S: Interpersonal Communication
COM315S: Intercultural Communication
COM325S: Mass Communication and Society
COM335S: Foundations of Strategic Communication
COM400S: Strategic Communication
COM425S: Communication Conflict and Persuasion
COM455S: Technical Communication

Construction Management
CMG300S: Fundamentals of Construction Management
CMG400S: Construction Cost Estimating
CMG450S: Materials Used in Construction
CMG460S: Structural Analysis and Design

Criminal Justice and Law Enforcement Administration
CRJ300S: Introduction to Criminal Justice
CRJ335S: Laws of Evidence
CRJ420S: Criminal Justice and the Constitution
CRJ425S: Criminal Law
CRJ450S: Investigative Forensic Photography

Emergancy Management*
EMG300S: Foundations of Emergency Management
EMG325S: Hazard Mitigation
EMG375S: Disaster Response
EMG400S: Disaster Recovery
EMG450S: Comprehensive Emergency Planning

* gtPathways credit available through the course challenge option of the Colorado Commission on Higher Education’s Prior Learning Assessment policy (https://highered.colorado.gov/Publications/Policies/Current/i-partx.pdf -- Section 6)

Finance
FIN400S: Analyzing Financial Statements

General Education*
BIO121S: Environmental Conservation*
HST201S: U.S. History I*
## Transfer Credit Policies

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<tr>
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<th>Course Title</th>
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<td>HST202S</td>
<td>U.S. History II*</td>
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<tr>
<td>HST300S</td>
<td>U.S. History from 1945 to the Present*</td>
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<tr>
<td>HUM101S</td>
<td>Critical Reasoning*</td>
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<tr>
<td>POL101S</td>
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<tr>
<td>PSY105S</td>
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<tr>
<td>SOC101S</td>
<td>Introduction to Sociology*</td>
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<td></td>
<td>* gtPathways credit available through the course challenge option of the Colorado Commission on Higher Education’s Prior Learning Assessment policy (<a href="https://highered.colorado.gov/Publications/Policies/Current/1-partx.pdf">https://highered.colorado.gov/Publications/Policies/Current/1-partx.pdf</a> -- Section 6)</td>
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<tr>
<td>HCM301S</td>
<td>Accounting &amp; Finance for Healthcare Managers</td>
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<td>HCM370S</td>
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<td>HCM430S</td>
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<td>HCM400S</td>
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<td>HCM410S</td>
<td>Healthcare Operations Management</td>
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<td>Introduction to Healthcare Strategy</td>
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<td>HTM310S</td>
<td>Tourism and Commercial Recreation Systems</td>
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<td>HTM320S</td>
<td>Meeting and Event Management</td>
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<tr>
<td>HTM340S</td>
<td>Hospitality Sales &amp; Marketing</td>
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<td>HRM350S</td>
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<td>HRM435S</td>
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<tr>
<td>HRM440S</td>
<td>Recruitment, Selection, and Employee Development</td>
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<td>HRM455S</td>
<td>Training and Staff Development</td>
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<td>HRM460S</td>
<td>Organizational Development</td>
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<tr>
<td>HSM300S</td>
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<td>HSM350S</td>
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<td>HSM400S</td>
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<td>HSM405S</td>
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<td>HSM420S</td>
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<td>HSM450S</td>
<td>Human Services Administration</td>
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<td>ITS320S</td>
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<td>ITS400S</td>
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<td>ITS410S</td>
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<tr>
<td>ITS415S</td>
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<tr>
<td>ITS425S</td>
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<tr>
<td>ITS455S</td>
<td>Digital Forensics and Investigations</td>
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<tr>
<td>ITS460S</td>
<td>Information Security Legal and Ethical Issues</td>
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<td>Microeconomic Principles</td>
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<td>ECN410S</td>
<td>Comparative Economics and Global Business 1800-Present</td>
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<td>ECN400S</td>
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<td>MGT300S</td>
<td>Principles of Management</td>
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<td>MGT302S</td>
<td>Modern Organizational Theory*</td>
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<td>MGT305S</td>
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<td>MGT315S</td>
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<td>The Legal and Ethical Environment of Business</td>
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<td>MGT350S</td>
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<td>MGT451S</td>
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<td>MGT470S</td>
<td>Conflict Management and Negotiation</td>
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<td>MGT475S</td>
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<td>Managing a Small Business/Entrepreneurial Organization</td>
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<td>MIS300S</td>
<td>Information Systems Design and Management</td>
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<td>MIS350S</td>
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<td>MIS450S</td>
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<td>MKG310S</td>
<td>Introduction to Marketing</td>
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<tr>
<td>MKG330S</td>
<td>Consumer Behavior</td>
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* gtPathways credit available through the course challenge option of the Colorado Commission on Higher Education’s Prior Learning Assessment policy ([https://highered.colorado.gov/Publications/Policies/Current/1-partx.pdf](https://highered.colorado.gov/Publications/Policies/Current/1-partx.pdf) -- Section 6)
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MKG340S: Product and Brand Management
MKG350S: Promotion and Public Relations
MKG360S: Personal Selling and Sales Management
MKG400S: International and Multi-Cultural Marketing
MKG410S: Retail Marketing/Management
MKG420S: Digital Marketing
MKG425S: Marketing Strategy for Small Business
MKG440S: Strategic Marketing
MKG470S: Market Research

Operations Management
OPS400S: Operations Management
OPS402S: Financial Performance in Operations Management
OPS404S: Leadership in Operations Management
OPS405S: Managing the Supply Chain

Organizational Leadership
ORG307S: Communicating & Relationships in Negotiating
ORG405S: Principles and Practices of Effective Leadership
ORG423S: Communication Strategies for Leaders
ORG470S: Leading through Conflict Resolution

Project Management
PJM350S: Construction Project Management
PJM400S: Project Procurement and Contract Management
PJM410S: Assessing and Managing Risk
PJM440S: Total Quality Management

Public Management
PMG300S: Public Administration
PMG320S: Public Policy and Strategy

Public Relations
COM302S: Principles of Public Relations
COM312S: Public Relations Techniques
COM321S: Campaign and Event Planning
COM340S: Social Media and Public Relations
COM360S: International Public Relations

Sociology
SOC300S: Working in Modern Society
SOC310S: Race, Gender, and Ethnic Relations in the U.S.
SOC460S: Community Development

Prior Learning Assessment (PLA)
Prior Learning Assessment (PLA) allows bachelor’s level, degree-seeking CSU-Global students to demonstrate their prior professional experience to receive credit based on course-equivalent learning.

The CSU-Global Campus Prior Learning Assessment Program consists of two parts:

1. PLA Application
   The student will submit the application for PLA and CSU-Global will internally review eligibility requirements and all necessary documentation. If work experience does not reflect course content and objectives, the student may be denied.

2. Portfolio Project Submission
   Students shall create Portfolio Projects to university standards and document their prior professional experiential learning as it relates to the targeted course(s). There is no guarantee of earned credit for Portfolio Projects submitted for review. Portfolio Projects will be submitted through the PLA Support Center (PLA001). This no-fee, non-credit course is for students who have successfully completed the PLA Orientation. it is a platform for students to receive guidance and submit PLA Portfolio Projects that will be graded for credit.

Eligibility
In order to be eligible for the PLA program, students must:

- Be fully admitted and seeking a bachelor’s degree.
- Be in Good Academic Standing.
- Have completed at least two courses totaling six credit hours at CSU-Global, with grades of B or higher.
- Have a cumulative GPA of 3.00 or higher.
- Not have already attempted or received a grade for the targeted course(s).
- Have at least three years of experience in field related to the targeted course(s).
- Have submitted a complete application (see below).

Potential Target Courses
Any undergraduate course may be targeted for a PLA, with the exception of ORG300, ORG100, capstone courses, courses with specific technological requirements, internship courses, and courses considered to be general education.

A total of 10 courses (30 credits) can be earned in any combination of the following areas:
Transfer Credit Policies

Up to five 3-credit courses in major degree requirements (no more than 50% of total required major courses).

Up to three 3-credit courses in specialization degree requirements.

Up to ten 3-credit courses in elective degree requirements.

Additional restrictions are as follows:

- Only upper-division bachelor’s level CSU-Global courses are eligible for the PLA option. Students targeting lower-division coursework are advised to review other options, such as Competency Based Exams, CLEP, DSST, and Straighterline.

- Students may not seek PLA credit for a course in which credit was accepted in transfer.

- Developmental, remedial, or self-help courses do not qualify as experiential knowledge.

- The learning experience integrated into the Portfolio Project must have taken place following the student’s graduation from high school.

- Credits earned through Portfolio Project reviews are applied as transfer credit.

- Credits earned through PLA do not meet eligibility for Federal Financial Aid qualification. Credit earned through Portfolio Project review is not term-specific, and therefore may or may not be transcribed on a student’s transcript within a given term.

- Credit awarded based on Portfolio Project review does not qualify a student for loan deferment.

- Submission of a Portfolio Project is independent of continuous enrollment guidelines and will not update a student’s attendance.

- Credits earned through PLA are not guaranteed to transfer to another institution.

- Students are urged to complete their Portfolio Projects within eight weeks of when permission is granted, as course content is updated regularly. Students have a 16-week period to complete their approved PLA Portfolio Projects.

Applying
To apply for a PLA, contact your student advisor.

A complete application includes the application form, responses to the questions on the application, and a resume.

The completed application will be processed within three business days of submission.

Applications will be reviewed and scored based on a rubric. Students who do not earn a high enough score to be approved to target a course via PLA may be allowed to submit a revised application to be reviewed a second time. Students may submit an application to complete a course via PLA a maximum of two times.

Submitting Portfolio Projects
All Portfolio Projects must be submitted with ample time for review. The latest a Portfolio Project can be submitted is the second-to-last term prior to anticipated graduation. If a portfolio must be submitted in the term the student intends to graduate, the PLA Advisor should be contacted as quickly as possible.

Grading of Portfolio Submission
Regarding Prior Learning Assessments: If the student receives a grade of at least 70% (C), he or she will pass with a grade of “S” (Satisfactory). All credit earned through Portfolio review will be listed on the CSU-Global transcript and noted with a grade of “TR” (Transfer Credit). Credit earned is listed on the transcript as transfer credit and will not affect the student’s GPA.

The non-refundable $150 Portfolio Project review fee must be paid before each submission will be graded.

In the instance of a failing score (“U”), the Portfolio Project may be resubmitted one time per targeted course for faculty re-review. The second submission will be reviewed by the same instructor who reviewed the first submission. If the work remains unsatisfactory, no record will appear on the CSU-Global transcript. Submitting further Portfolio Projects based on that particular course is not permitted.

Additional PLA Reviews
Portfolio Projects may be submitted for completion at any time within the 16-week period, via the PLA Support Center.
once a targeted course has been approved and the student has successfully completed the orientation.

Students must submit one PLA Program Application per course targeted and may be approved to target up to 10 courses. A student may seek approval to submit a Portfolio Project for a course for which he or she did not initially apply at a later date. In order to do this, the student must contact their Student Advisor and complete an additional PLA Program Application.

**NonTraditional Sources of Credit**

CSU-Global may accept degree-applicable transfer credit from non-traditional sources of credit. These include Credit By Exam, Prior Learning Assessments, Joint Services Transcripts, and non-collegiate sources of credit. Credit will be reviewed for transfer to CSU-Global upon submission of official transcripts. CSU-Global accepts a maximum of 60 credits from a combination of all non-traditional sources.

**Credit By Exams**

Acceptance of credit is based on scores and when the credit was received. Exam credit options include but are not limited to:

- **Advanced Placement**
  Students who have taken the Advanced Placement examination may be eligible to receive credit. Credit will be reviewed upon submission of official transcripts.

- **International Baccalaureate Diploma Program**
  Students who successfully complete the IB program and examination(s) may be eligible to receive credit. Credit will be reviewed upon submission of official transcripts.

- **CLEP, DSST**
  CSU-Global will accept credit for test scores that meet established benchmarks for the College Level Examination Program (CLEP) and DANTES Subject Standardized Tests (DSST). Students must submit an official score report showing they earned scores at or above established benchmarks. CSU-Global’s reporting numbers are 3582 for CLEP and 8796 for DSST. CLEP and DSST scores that are documented on a Joint Services Transcript (JST) will be considered official and credit will be awarded based on an official evaluation of the JST. gtPathway approved CLEP and DSST credit will be reviewed and awarded based on an official evaluation of the transcript.

**StraighterLine**

CSU-Global will accept credit for test scores that meet ACE guideline standards and minimum score requirements on approved examinations. Students must submit an official score report showing they earned scores at or above established ACE benchmarks. Please note that not all tests are accepted and students who are interested should contact their advisor for more information. CSU-Global’s reporting number for StraighterLine is CSUG050.

**Military Credit**

CSU-Global may accept credits for military service that have been evaluated according to American Council on Education (ACE) Guidelines. Content of credit accepted in transfer may not duplicate coursework previously taken. Military service credit is evaluated when official copies of transcripts for military schools are received.

- Army, Navy, Coast Guard, and Marine personnel should submit a Joint Services Transcript. A DD-214 can be submitted if a Joint Services Transcript is unavailable.

Military Training and Occupational Listings: CSU-Global will accept credit from a JST based on an official evaluation for Military ACE approved Training and MOS designations that are gtPathway approved.

Please note: CCAF is a regionally accredited institution and is therefore not considered a non-traditional source of credit.

Military service credit is evaluated when official copies of transcripts for military schools are received. Courses are evaluated according to the American Council on Education (ACE) Guidelines.

- Army, Navy, Coast Guard, and Marine personnel should submit a Joint Services Transcript. To order a Joint Services transcript, go to [https://jst.doded.mil/](https://jst.doded.mil/).

- Air Force personnel should submit a Community College of the Air Force transcript. To order a CCAF transcript, go to [http://www.au.af.mil/au/ccaf/transcripts.asp](http://www.au.af.mil/au/ccaf/transcripts.asp). Please note: CCAF is a regionally-accredited institution and is therefore not considered a nontraditional source of credit. CCAF credits will count toward the up to 90 total credits CSU-Global may accept in transfer.

Beginning August 31st, 2018, the State of Colorado has designated certain Military Training and Occupational Des-
ignations as GTPathway approved. Please consult with your student advisor for more information.

Non-Collegiate Credit

Non-collegiate credit other than exam or military service credit, such as non-collegiate courses, corporate trainings, certifications, professional licenses, etc., may be reviewed for transfer if it meets the following criteria:

- It has been evaluated according to American Council on Education (ACE) Guidelines — http://www2.acenet.edu/credit/index.cfm?fuseaction=browse.main.

- It has been reviewed by National College Credit Recommendation Service (CCRS) — http://www.nationalcrs.org/ccrs/.

- It has undergone the review and approval process by CSU-Global’s Program Chairs and/or the Curriculum Committee.

Please note: Certain training and certifications may be considered technical and/or vocational and subject to transfer credit limitations. Additional documentation or requirements of re-certification may need to be met in order for credit to be awarded.

Information Technology Certifications

CSU-Global will accept credit for the following IT certifications. Students must submit official documentation reporting successful completion of each certification. Content of credit accepted in transfer may not duplicate coursework previously accepted or completed.

Table 1: Proposed Transfer Credit Mapping

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Title</th>
<th>Transfer Credit Certificate</th>
</tr>
</thead>
<tbody>
<tr>
<td>ITS310</td>
<td>Introduction to Computer-Based Systems</td>
<td>CompTIA A+</td>
</tr>
<tr>
<td>ITS315</td>
<td>Introduction to Networks</td>
<td>CompTIA Network+, CCNA, Juniper Networks CCENT, Alcatel-Lucent CCENT</td>
</tr>
<tr>
<td>ITS350</td>
<td>Information Systems Security</td>
<td>CompTIA Security+, CompTIA CASP, CISSP, CISM, CEH, CISA, CySA+</td>
</tr>
<tr>
<td>ITS400</td>
<td>Information Technology Project Management</td>
<td>CompTIA Project+, PMP, Six Sigma Green Belt</td>
</tr>
<tr>
<td>ITS410</td>
<td>Database Management</td>
<td>Microsoft Exam 70-462: Administering Microsoft SQL 2012 Databases, Oracle PL/SQL 11g Certificate of Completion</td>
</tr>
<tr>
<td>ITS415</td>
<td>Certified Ethical Hacker</td>
<td>EC-Council Certified Ethical Hacker</td>
</tr>
<tr>
<td>ITS420</td>
<td>Advanced Networking Systems</td>
<td>CompTIA Linux+</td>
</tr>
<tr>
<td>ITS425</td>
<td>Certified Security Analyst</td>
<td>EC-Council Certified Security Analyst</td>
</tr>
</tbody>
</table>
TRANSFER CREDIT POLICIES

IT Certifications that are older than 10 years from the time of enrollment may not transfer into major level courses but may be eligible for elective credit transfer. CSU-Global may require additional information, proof of recertification, or continuing education units.

Non-Acceptance of Credit
Transfer credit will not be accepted for courses that duplicate or significantly overlap each other in content and learning outcomes. Courses which by name, content, or description are developmental, remedial, or preparatory in nature will not be accepted in transfer. This may include courses which have been evaluated by faculty content experts and are found to have learning outcomes that do not match expectations for college level learning.

CSU-Global does not accept continuing education courses unless they have been reviewed by ACE or are degree applicable at a regionally accredited institution.

Portfolio/Prior Learning Assessment/Experiential courses from other institutions are not transferable. NOTE: Pursuant to § C.R.S. 23-5-145 (2) Prior Learning Assessments for general education credit will be accepted in transfer if taken at a Colorado State Institution of Higher Learning and are gtPathway approved. CSU-Global requires original transcripts for review of transfer credit and scores. Grades earned must be equivalent to a C- (70%) or higher and be indicated on the transcript grading key.

Credit Evaluation Appeals Process
If a student disputes the evaluation of baccalaureate level credit transfer, the student must file a written appeal via email with the Office of the Registrar. The Office of the Registrar will review the appeal and notify the student in writing, including the rationale, of the decision.

If a student disputes the decision, the student may submit a Provost Appeal. The appeal will be reviewed by the Provost or his/her designee. The student will be notified of the final decision in writing, including the rationale of the decision.

CSU-Global abides by the Colorado statewide guaranteed transfer policies. Undergraduate students wishing to further appeal decisions regarding transfer of credit from Colorado public institutions governed by the statewide guaranteed transfer agreement may review information from the gtPathways website for information regarding additional appeal procedures: http://highered.colorado.gov/academics/transfers/gtpathways/.

Additional limitations on transfer credits may apply. The maximum transfer limit from a combination of all sources is 90 credits.

Acceptance of credit does not necessarily signify that a program will accept the same credit toward major or specialization requirements. Each program evaluates transfer courses to determine applicability to major and specialization requirements.

Table 1: Proposed Transfer Credit Mapping

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Title</th>
<th>Transfer Credit Certificate</th>
</tr>
</thead>
<tbody>
<tr>
<td>ITS439</td>
<td>Virtualization Technology Fundamentals</td>
<td>VMware Data Center Virtualization Fundamentals certification (discontinued), Data Center Visualization Fundamentals course and Exam</td>
</tr>
<tr>
<td>ITS441</td>
<td>Cloud Technology Fundamentals</td>
<td>CompTIA Cloud+ certification</td>
</tr>
<tr>
<td>ITS443</td>
<td>Server Virtualization Technologies</td>
<td>Microsoft Monitoring and Operating a Private Cloud with System Center 2012 exam 70-246 (discontinued), Configuring and Operating a Hybrid Cloud w/ Microsoft Azure Stack (Exam 70-537)</td>
</tr>
<tr>
<td>ITS455</td>
<td>Penetration Tester</td>
<td>EC-Council Certified Penetration Tester</td>
</tr>
</tbody>
</table>

IT Certifications that are older than 10 years from the time of enrollment may not transfer into major level courses but may be eligible for elective credit transfer. CSU-Global may require additional information, proof of recertification, or continuing education units.
**Graduate Transfer Information**

A maximum of nine semester hours of credits from a regionally accredited institution may be transferred and applied to a CSU-Global degree, provided that each transferred course has a grade equivalent to B- or higher and that the credits have not been previously applied to the student’s undergraduate degree or to the student’s previous conferred master’s degree(s). Certain limitations to include origin of the specific credit and accreditation of originating institution are factors when determining transfer of credit. When making substitutions for courses within the major or specialization, coverage of outcomes should approximate at least a minimum of 70 percent.

**Time Limitation of Credit Transfer**

Credit earned 10 or more years prior to the date of admission will not be transferred for all graduate programs unless approved by the Provost or his/her designee. Courses completed 10 or more years before the date of graduation, either at CSU-Global or at some other institution, will not be accepted as satisfying graduation requirements without the approval of the Provost or his/her designee.

**International Credit**

CSU-Global may accept undergraduate or graduate credit that has been earned at non-U.S. institutions if the coursework is consistent in level and content with courses offered at regionally accredited U.S. institutions. Transcripts must be reviewed by an approved evaluation service in order to be considered for transfer. Official transcript evaluations must be sent directly from the evaluation service to CSU-Global. Approved evaluation services are listed at [http://www.naces.org/](http://www.naces.org/). Transcripts evaluated by AACRAO ([http://www.aacrao.org](http://www.aacrao.org)) are also accepted. A course-by-course evaluation is required and must demonstrate a U.S. equivalent to the institution, accreditation, the degree type, and cumulative GPA. All submitted evaluations that do not include a GPA will be reviewed and are subject to provisional admission requirements. All admissions standards apply. Students who would like international courses applied to the major, math or English composition, must submit a syllabus translated into English by a NACES approved member or AACRAO. Acceptance of credit to be applied toward a major requirement will be determined by faculty.

**Non-Acceptance of Credit**

Transfer credit will not be accepted for courses that duplicate or significantly overlap each other in content and learning outcomes. Transfer credit for undergraduate coursework may not be applied in a graduate degree or certificate.

Alternative credit, Prior Learning Assessment, Portfolio projects are not allowed in transfer to graduate or certificate programs. Up to 3 credits of Co-operative education courses in combination with all other transfer credit may be accepted in transfer for a graduate or certificate program upon review and approval of Program Chair.

**Credit Evaluation Appeals Process**

If a student disputes the evaluation of graduate level credit transfer, the student must file a written appeal with the Office of the Registrar. The Office of the Registrar will review the appeal and notify the student in writing of the decision, including the rationale.

If a student disputes the decision, the student may submit a Provost appeal. The appeal will be reviewed by the Provost or his/her designee. A final decision will be made and the student will be notified in writing of the decision, including the rationale.
# Transfer Credit Policies

**Colorado State University-Global Campus**

CSUGlobal.edu

## Sample Community College Transfer Student

<table>
<thead>
<tr>
<th>Credits</th>
<th>Source</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>58</td>
<td>from community college</td>
<td>CSU-Global can accept up to 64 credits from community or junior colleges. Credits usually transfer as general education or elective credits.</td>
</tr>
<tr>
<td>18</td>
<td>from exam</td>
<td>CSU-Global can accept up to 60 credits from non-traditional sources include CLEP, DSST, AP, and StraighterLine exams. Credits usually transfer as general education and elective credit.</td>
</tr>
<tr>
<td>6</td>
<td>from other 4-year universities</td>
<td>CSU-Global can accept up to 90 credits from regionally accredited four year universities. A transfer evaluation determines if courses apply to degree requirements or electives.</td>
</tr>
<tr>
<td>38</td>
<td>from CSU-Global</td>
<td>A minimum of 30 credits must be completed at CSU-Global. All degree and upper division requirements must be met.</td>
</tr>
<tr>
<td>120</td>
<td>TOTAL</td>
<td>credits required for B.S. degree</td>
</tr>
</tbody>
</table>

## Sample Military Transfer Student

<table>
<thead>
<tr>
<th>Credits</th>
<th>Source</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>45</td>
<td>from Military</td>
<td>CSU-Global can accept up to 60 credits from nontraditional sources, including military training and experience, if reviewed by ACE. Credits usually transfer as general education or elective credits.</td>
</tr>
<tr>
<td>15</td>
<td>from Exam</td>
<td>CSU-Global can accept up to 60 credits from nontraditional sources including CLEP, DSST, AP, and StraighterLine exams. The maximum credit accepted is a total of credits from nontraditional sources. Credits usually transfer as general education or elective credits.</td>
</tr>
<tr>
<td>30</td>
<td>from Community College</td>
<td>CSU-Global can accept up to 64 credits from community or junior colleges. Credits usually transfer as general education or elective credit.</td>
</tr>
<tr>
<td>30</td>
<td>from CSU-Global</td>
<td>A minimum of 30 credits must be completed at CSU-Global. All degree and upper division requirements must be met.</td>
</tr>
<tr>
<td>120</td>
<td>TOTAL</td>
<td>credits required for B.S. degree</td>
</tr>
</tbody>
</table>

## Sample 4-Year College Transfer Student

<table>
<thead>
<tr>
<th>Credits</th>
<th>Source</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>72</td>
<td>from Other 4-Year Universities</td>
<td>CSU-Global can accept up to 90 credits from regionally accredited four year universities. A transfer evaluation determines if courses apply to degree requirements or electives.</td>
</tr>
<tr>
<td>15</td>
<td>from Exam</td>
<td>CSU-Global can accept up to 60 credits from nontraditional sources, including: CLEP, DSST, AP, and StraighterLine exams. The maximum credit accepted is totaled from all nontraditional sources. Credits usually transfer as general education or elective credits.</td>
</tr>
<tr>
<td>33</td>
<td>from CSU-Global</td>
<td>A minimum of 30 credits must be completed at CSU-Global. All degree and upper division requirements must be met.</td>
</tr>
<tr>
<td>120</td>
<td>TOTAL</td>
<td>credits required for B.S. degree</td>
</tr>
</tbody>
</table>
ACADEMIC POLICIES

“ I enjoy being part of the learning community and knowing that I am not alone in my journey. The discussion boards are great and I enjoy meeting other students and reading their stories.”

—Fred Vigil, B.S. in Project Management Student
ACADEMIC POLICIES

Students are advised to become familiar with the academic policies of CSU-Global Campus. Each student owns the responsibility to comply with these policies.

Catalog Requirements

Students may graduate under the program requirements in the catalog for the term in which they are first enrolled in a course, provided they complete graduation requirements within a continuous period of no more than 10 years. If a student withdraws or is withdrawn for any reason from CSU-Global, re-admittance will be governed by the catalog current at the time of re-admission, and may see a change to their degree plan and total earned and transferred credit upon re-entry. Students who submit a catalog appeal upon re-entry understand that an approved catalog appeal only preserves the major and specialization core list of classes required. Catalog appeals do not preserve transfer or resident-earned credit. If a student changes his/her degree program, their catalog will be updated according to University policy. Any exceptions to the policy must have prior approval from the university. Students may also elect to follow any subsequent catalog.

Catalog requirements apply specifically to degree program requirements. CSU-Global reserves the right to change, modify, or cancel any course, program, procedure, policy, financial requirement, or disciplinary arrangement set forth in this catalog whenever, in its sole discretion, it determines such action to be appropriate. Updates and changes (SAP, financial aid, etc.) other than degree requirements will apply to all students from the policy’s effective date. Furthermore, CSU-Global will not be responsible for any failure to present or complete any course or program or to perform any other activity, function, or obligation mentioned in this catalog.

Unit of Credit

The unit of credit is the semester hour. Credit earned in an eight-week intensive online course is designed to be equivalent to credit earned in a 16-week, semester-long course. The assignment of semester credit is based on requirements set by the Higher Learning Commission (HLC) and corresponds to Carnegie Unit Guidelines. Students should expect to spend a minimum of 10-25 hours per week, per course, engaged in reading, interacting on the discussion boards, writing papers, completing projects, and doing research.

Change of Program

Students may change their majors (programs of study). All program changes must be made through the Office of the Registrar with the approval of the appropriate advisor. Students will receive updated degree plans showing applicability of completed and transfer work to the new degree plan.

Institutional Degree Requirements

Undergraduate Requirements

Candidates for the baccalaureate degree must satisfy institutional and general education requirements, as well as specific requirements for their major, as outlined in their official evaluation. Additional institutional requirements are listed below:

• Be admitted without condition to a baccalaureate degree program as a degree seeking student.
• Students must successfully complete a minimum of 120 semester hours of credit with an earned grade point average of 2.00 or better for all CSU-Global credits attempted and included in the GPA computation. Courses numbered below the 100-level cannot be applied toward graduation. Students must successfully complete a minimum of 30 upper-division semester hours of credit.
• Students must satisfactorily complete all general education requirements.
• Students must successfully complete the requirements for an approved program major. Some programs may require completion of a specialization outside the major field.
• Students who have transfer credit applied to a major degree requirement may be required to complete a faculty-approved upper division substitution.
• Grades of D or lower are not acceptable for meeting baccalaureate level major or specialization requirements.
• A minimum of 30 semester hours of credit must be earned at CSU-Global. Prior Learning Assessment (PLA) does not count toward the minimum 30 credit
hours earned at CSU-Global. This policy may not apply for some students transferring credit from institutions within the CSU System.

- A minimum of 50 percent of major coursework must be completed at CSU-Global Campus.

- For degree purposes, CSU-Global accepts a maximum of 64 semester hours of credit from community or junior colleges.

- CSU-Global accepts a maximum of 60 credits from a combination of all nontraditional sources.

- Degree candidates must submit an application for graduation. Degrees are conferred at the close of each term and only after the student has completed all the degree requirements.

- Additional majors or specializations will not be awarded or posted to a transcript after a baccalaureate degree has been granted.

- Once a degree has been awarded, the student cannot repeat courses in order to improve their grade point average.

- Students must meet all financial obligations to the institution prior to receiving a final transcript or diploma.

**Major Requirements**

A baccalaureate candidate must select a program major and successfully complete all requirements prior to receiving a degree. The minimum number of required semester hours of credit for each program major is 30; some majors may exceed this amount and some courses may require the completion of additional prerequisites.

**Specialization Requirements**

Students may choose to complete a specialization as part of their baccalaureate degree program. Some programs may require that a specialization be taken in addition to the major coursework. Undergraduate specializations consist of a sequence of five courses in a specific academic discipline. Not all specializations are available for all baccalaureate degree programs, and some courses may require the completion of additional prerequisites.

**General Education Program**

The General Education Program at CSU-Global provides undergraduate students with the necessary curriculum for state general education requirements in writing and communications, mathematics, arts and humanities, history, social and behavioral sciences, and natural and physical sciences.

The intent of general education courses is to offer students new learning opportunities and to foster untapped interests in addition to meeting state standards. Coursework offers a robust introduction to a variety of disciplines in order to accentuate the more specific coursework in each student’s degree program.

This program provides a well-rounded, collegiate educational experience that encourages scholarship and research, personalized assessments, and an integrated approach to instruction that draws on several subjects.

**Program Learning Outcomes**

- Describe and critique the objective and subjective meaning of art and humanistic scholarship within a global context.

- Apply critical reasoning grounded in the paradigms of the humanities and the sciences to academic analyses, and to decisions made in everyday life.

- Explain and apply the theories, concepts, practices, and symbolic systems of meaning of the natural and physical sciences; construct a framework to communicate scientific knowledge with both experts and laypersons.

- Integrate reasoning, critical thinking, APA style, and proper grounding in the arts and sciences through written communications, the result of which will be a writing portfolio.

- Describe and critically analyze the key events and broad narrative of United States history; apply historical thinking to contemporary issues.

- Apply logic, algebra, statistics, probability, geometry, and number theory to quantitative reasoning and problem-solving.

- Apply social and behavioral sciences to construct a framework for analysis of the links -- including social media -- among individuals and communities and the
constitutive roles of social organization and social power.

### Table 1:

<table>
<thead>
<tr>
<th>Undergraduate General Education Requirements (31 Credits Total)</th>
<th>CSU-Global Offerings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Written Communications (6 credits)</td>
<td>ENG101, ENG102, and COM300</td>
</tr>
<tr>
<td>Mathematics (3 credits)</td>
<td>MTH109, MTH122, MTH156, and MTH410</td>
</tr>
<tr>
<td>Arts &amp; Humanities/History/Social &amp; Behavioral Sciences (15 credits total)</td>
<td></td>
</tr>
<tr>
<td>Arts &amp; Humanities (6 credits)</td>
<td>ENG130 and HUM101</td>
</tr>
<tr>
<td>Social &amp; Behavioral Sciences (3-6 credits)</td>
<td>POL101, PSY105, SOC101, SOC300, SOC310, ECN205, ECN210, and ECN215</td>
</tr>
<tr>
<td>History (3 credits)</td>
<td>HST201, HST202, HST300, and HLS350</td>
</tr>
<tr>
<td>Natural &amp; Physical Sciences (7 credits)</td>
<td></td>
</tr>
<tr>
<td><strong>Course with Required Laboratory</strong> (4 credits)</td>
<td>PHY101, BIO121 + BIO121L, CHE101, and GEO101C</td>
</tr>
<tr>
<td><strong>Lecture Course, No Required Lab</strong> (3 credits)</td>
<td>BIO121 and BIO201</td>
</tr>
</tbody>
</table>

(Upper-division courses cannot be used for both GE and Major Credit)

### gtPathways Guaranteed Transfer

CSU-Global follows the gtPathways general education course requirements as required by the Colorado Commission on Higher Education Performance Contracts and Statewide Transfer Policies. Students residing in states other than Colorado may be required to take additional general education credits to meet their state’s general education requirements.

gtPathways is a set of general education courses that the state guarantees for transfer within public institutions in Colorado. The curriculum consists of **31 semester hours** of credit in **six content areas**. Receiving institutions must apply guaranteed general education courses to a student’s general education or major requirements. Approved courses in gtPathways are not based on course equivalencies but meet content and competency criteria.

The following CSU-Global courses have been approved for gtPathways Guaranteed Transfer. For more information, visit: [http://highered.colorado.gov/Academics/Transfers/gtPathways/](http://highered.colorado.gov/Academics/Transfers/gtPathways/).
Course Substitutions/Waivers
Substitutions and/or waivers for courses fulfilling general education requirements must be approved by the appropriate academic department, Provost, or Registrar.

Graduate Requirements
Each graduate program at CSU-Global has specific graduation requirements that must be met prior to graduation. Most graduate degree programs consist of eight core courses and a four course specialization, for a total of 12 courses. Degree programs with a concentration consist of six core courses and six courses within the concentration area. Each CSU-Global graduate course is three credits. Students must fulfill the following requirements for a graduate degree:

- Be admitted without condition to a graduate degree program as a degree-seeking student.

- Students must successfully complete a minimum of 36 semester hours of credit, for most graduate programs, with an earned grade point average of 3.00 or better for all CSU-Global hours attempted and included in the GPA computation. Some graduate programs may require fewer or more credits, and students should refer to the Academic Programs section of the catalog for specific degree requirements. Courses numbered below the 500-level cannot be applied toward graduation.

- A maximum of six semester hours of credit with the grade of C+ or C may apply toward graduation. No courses with a grade lower than C may be applied toward program requirements. Students should refer to the policy on repeating courses for academic credit for more information.

- A maximum of nine semester credits of transfer coursework may be applied to the degree.

- Additional majors or specializations will not be awarded or posted to a transcript after a master’s degree has been granted.

- Graduate students are expected to complete their degree within 10 years of admission. Courses completed 10 or more years before the date of graduation, either at CSU-Global or at some other institution, will not be accepted as satisfying graduation requirements without the approval of the Provost or his/her designee.

Major Requirements
A master’s degree candidate must select a program major and successfully complete all requirements prior to receiving a degree. The minimum number of required semester hours of credit for each program major is 30-36, which may include a concentration, specialization, or other degree program option in addition to coursework within the major.

Specialization Requirements
Some graduate-level programs may contain the requirement of a specialization as part of their graduate degree program. Specializations consist of a sequence of four courses in a specific academic discipline. Not all specializations are available for all graduate degree programs, and students should refer to their individual degree plan for course requirements.

Management and International Management Requirements
Some business-related graduate programs carry unique degree requirements, in addition to the aforementioned requirements. These programs are BS in Business Manage-
ACADEMIC POLICIES

ment, BS in Accounting, MS in Management, Master of Finance, Master of Professional Accounting, BS in Human Resource Management, Master of Human Resource Management, BS in Marketing, BS in Management Information Systems, and MS in International Management. Students entering these programs should have sufficient background in core business areas to be successful.

Incoming students who do not have an undergraduate or graduate business-related degree from an ACBSP-, IACBE-, AACSB-accredited program are required to take BUS500 Foundations of Business as a prerequisite, prior to completing their first three terms. Students who have successfully completed a similar prerequisite course at another institution will not be required to take BUS500. Transfer courses will be reviewed for equivalency, in accordance with CSU-Global transfer policies.

Students offered provisional admittance to the programs, who have not completed a prior degree from an accredited business program, will complete BUS500, rather than RES500 or RES501. Students offered provisional admittance to these programs, who have completed a prior degree from an accredited business program, will complete RES500 or RES501, rather than BUS500.

Master of Professional Accounting, Master of Finance, and Master of Human Resources
The requirements will also apply to the Master of Professional Accounting, Master of Finance, and Master of Human Resource Management programs, beginning in the Spring 2018 term. See the Spring 2018 Academic Catalog for more information specific to these programs.

Learning Outcomes
CSU-Global uses learning outcomes to define the knowledge and abilities that undergraduate and graduate students will achieve upon completion of a program of study. Learning outcomes exist at the program, course, and module level.

Learning Outcome Assessments
CSU-Global continually measures and documents student learning of defined target program outcomes and established learning expectations. This process includes the collection of student learning data aligned with programmatic outcomes and an improvement phase which utilizes these results to enhance student learning and the teaching and learning environment. The outcomes assessment process supports continuous improvement efforts and student learning.
## SuccessReady® Career Skills Provide a Solid Foundation for Workplace Success

CSU-Global has embedded SuccessReady® Career Skills within the General Education course curriculum. This curriculum was designed to help students cultivate the workplace skills that employers have deemed necessary for career success and advancement.

<table>
<thead>
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<th>BIO121L</th>
<th>BIO201</th>
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<th>ENG101</th>
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# New Foundational Skills

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# Baseline Skills

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# Business-Enabling Skills

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# New Economy Skills

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# Digital Skills

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ACADEMIC PROGRAMS

“My CSU-Global experience has been wonderful! I have more meaningful interactions with professors and fellow students than I have had at a traditional university. We are connecting more on an intellectual and classwork level and the time spent is efficient.”

—Anita Williams, Master of Project Management Alumnus
ACADEMIC PROGRAMS

Bachelor of Science Degrees
CSU-Global offers 15 undergraduate programs, which lead to Bachelor of Science degrees:

Accounting
Applied Social Sciences
Business Management
Communication
Criminal Justice and Law Enforcement Administration
Healthcare Administration and Management
Human Resource Management
Information Technology
Interdisciplinary Professional Studies
Management Information Systems and Business Analytics
Marketing
Organizational Leadership
Project Management
Public Management

Major in Accounting
The Bachelor of Science in Accounting provides students with the technical knowledge, analytical skills, and professional capabilities needed to contribute to an organization’s success with responsibilities in one or more accounting specialty areas (including financial reporting, auditing, tax accounting, business consulting, criminal investigations, and higher education), enabling them to compete in a global business environment. Learners gain knowledge of accounting fundamentals and a comprehensive view of organizational issues, including legal compliance and ethics, finance, marketing, leadership, economics, information systems, and quantitative decision-making. The accounting major prepares students for careers in private, public, not-for-profit, and government organizations and for graduate study in accounting, law, or other business fields. The B.S. in Accounting is additionally accredited by ACBSP, which accredits quality business programs across the globe.

Program Learning Outcomes
- Apply problem-solving skills to both domestic and international accounting in an array of diverse settings.
- Assemble and analyze financial and business data to produce financial and business reports.
- Evaluate and incorporate current analytical tools and technology in performing business functions and facilitating decision-making.
- Identify, test, and validate processes, systems, and financial data.
- Analyze current and emerging ethical and regulatory issues and trends.
- Apply accounting and leadership skills to effectively work and communicate with others in areas of financial and organizational management.

Courses
The Bachelor of Science in Accounting program consists of 17 three-credit courses, listed in the suggested order of completion:

- ORG300: Applying Leadership Principles
- ACT300: Principles of Accounting I
- MKG310: Introduction to Marketing
- MGT315: Business Law
- ACT325: Principles of Accounting II
- ACT350: Intermediate Accounting I
- ACT360: Intermediate Accounting II
- FIN300: Principles of Finance for the Private Sector
- MTH410: Quantitative Business Analysis
- ACT405: Federal Individual Taxation
- ACT410: Government and Nonprofit Accounting
- ACT415: Business Taxation
- ACT425: Information Systems for Accounting
- ACT450: Auditing
- ACT460: Cost Accounting
- ACT470: Advanced Accounting
- ACT480: Capstone – Accounting Research and Analysis
- ACT495*: Accounting Practicum

* ACT495 is an optional course that will provide students with practical experience in organizations specific to accounting. This course may not be available in all states; see the State Specific Authorization Policy under Admissions Policies.

Major in Applied Social Sciences
Please note: we are no longer accepting students into this program, as of the 2018-2019 Fall-A trimester. Students currently enrolled in the program are not affected by this change. If you...
were interested in enrolling in this program, please contact an Enrollment Counselor at 800-920-6723 to discuss alternatives.

The Bachelor of Science in Applied Social Sciences program is a degree-completion program that investigates the human experience and examines how structures, relationships, and ideas of the social world relate to human behavior. This degree prepares graduates for a wide variety of careers and emphasizes critical thinking, interpersonal awareness, and team-building skills. Students build practical knowledge and skills in written and interpersonal communication, analytical reasoning, and decision-making. The degree allows students to select courses in major disciplines in the social sciences, namely, economics, history, political science, communications, criminology psychology, and sociology.

Students develop the ability to think critically through the examination of principles and practices that underpin various social science disciplines as they relate to historic and contemporary social phenomenon. Upon completion of the degree, students integrate theory, social research skills, and professional experience preparing them for employment in the workforce in public, private, & community settings.

Program Learning Outcomes

- Demonstrate effective written communication and analytical skills.
- Apply social and political perspectives to a professional setting.
- Develop critical thinking, quantitative reasoning, and decision-making skills.
- Examine the principles and practices that underpin social science disciplines.
- Analyze impact of ethical behaviors within a professional environment.

Courses
The Bachelor of Science in Applied Social Sciences program consists of 10 three-credit courses, listed in the suggested order of completion:

- ORG300: Applying Leadership Principles
- SOC300: Working in Modern Society
- HSM320: Human Development
- COM305: Communication in the Global Information Age
- SOC310: Race, Gender, and Ethnic Relations in the US
- ORG303: Applied Organizational Psychology
- ITS325: Technology, Ethics, and Global Community
- SOC460: Community Development
- SOC470: Evaluation of Research and Theory in the Social Sciences
- SOC480: Capstone - Applying the Social Sciences
- SOC495*: Applied Social Sciences Practicum

* SOC495 is an optional course that will provide students with practical experience in organizations specific to applied social science. This course may not be available in all states. See the State Specific Authorization Policy under Admissions Policies.

Major in Business Management
The Bachelor of Science in Business Management program is designed to provide students with an understanding of the integration of various business units and the impact of decision-making in an organization operating in the global economy. This degree completion program draws from management, marketing, operations, finance, economics, statistics, and international management to provide a comprehensive business experience. As changes in the economy and the aging labor force impact local, national, and global organizations, the impetus is on internal advancement to capture employees’ existing skills and knowledge. Upon completion of the program, students will be prepared to apply critical analysis in decision-making affecting the fiscal and economic value of an organization, innovate and integrate appropriate technology, and lead at every organizational level. The B.S. in Business Management is additionally accredited by ACBSP.

The Society for Human Resource Management (SHRM) has acknowledged that the Baccalaureate Business Management Major, when combined with the specialization in Human Resources and Organizational Development, fully aligns with SHRM’s HR Curriculum Guidebook and Templates. The HR Curriculum Guidebook and Templates were developed by SHRM to define the minimum HR content areas that should be studied by HR students at the undergraduate and graduate levels. Visit http://www.shrm.org/Education/hreducation/Pages/universities.aspx or view the Assurance of Learning exam here: www.shrm.org/assessment.

Program Learning Outcomes

- Demonstrate effective written communication and analytical skills.
- Apply management skills in decision-making and analysis of the organizational structure.
ACADEMIC PROGRAMS

- Examine ethical behaviors and legal implications of an organization in social, environmental, and corporate environs.
- Evaluate the role of a manager in the global economy.
- Develop critical thinking skills for analysis in strategic planning and innovation.

Courses
The Bachelor of Science in Business Management program consists of 10 three-credit courses, plus 2 three-credit prerequisites, listed in the suggested order of completion:

- ORG300: Applying Leadership Principles
- ECN210**: Microeconomic Principles
- ECN215**: Macroeconomic Principles
- MGT300: Principles of Management
- MIS300: Information Systems Design and Management
- MGT405: Management in the Global Economy
- ACT300: Principles of Accounting I
- MKG310: Introduction to Marketing
- MGT315: Business Law
- FIN300: Principles for the Private Sector
- MTH410: Quantitative Business Analysis
- MGT481: Capstone - Business Policy Development and Implementation
- MGT495*: Business Management Practicum

* MGT495 is an optional course that students engage in to gain practical business management experience. This course may not be available in all states, see the State Specific Authorization Policy under Admissions Policies.

** These courses are prerequisites for the business management program. BSBM majors enrolled prior to Winter-A 2016 will take ECN310 and ECN315. BSBM majors enrolled after Winter-A 2016 will take the prerequisites of ECN210 and ECN215.

Dual Enrollment Option (Bachelor’s to Master’s Early Advancement)**
The Dual Enrollment Option is not available for new enrollments as of the 2016-2017 Spring term. The Dual Enrollment Option allows highly qualified, well-prepared students in the B.S. in Business Management program an opportunity for early admission into the M.S. in Management program. Additionally, accepted students will be able to complete four graduate-level courses in place of four specific undergraduate core courses and apply the resulting 12 credits to both their bachelor’s and master’s degree programs through institutional transfer. Students are required to meet all undergraduate degree requirements (including completion of their capstone) in order for their bachelor’s degree to be conferred. Students must complete a minimum of 12 upper division core credits at CSU-Global before applying for the dual enrollment option.

The following course substitutions will apply to the B.S. in Business Management core requirements for students accepted for the Dual Enrollment Option:

<table>
<thead>
<tr>
<th>Undergraduate Core Course to be Replaced</th>
<th>Graduate-Level Course Replacement</th>
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<tbody>
<tr>
<td>MGT315 Business Management</td>
<td>HRMS515 Legal and Human Resources Dimensions of Business Management</td>
</tr>
<tr>
<td>ECN400 Managerial Economics</td>
<td>ECN500 Global Economics</td>
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<tr>
<td>FIN400 Analyzing Financial Statements</td>
<td>FIN500 Principles of Finance</td>
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</table>

The graduate-level courses will be charged at the graduate tuition rate at the time of enrollment. Students should apply for the Dual Enrollment Option prior to their first core course substitution and must maintain the minimum academic standards as listed below:

- Cumulative GPA of at least 3.00 for all undergraduate transfer credits from previous institutions.
- Cumulative GPA of at least 3.50 for all undergraduate courses completed at CSU-Global.
- Grades of B or better (3.00 or higher) in all B.S. in Business Management core courses.

Major in Communication
Please note: We are no longer accepting students into this program, as of the 2017-2018 Spring-A trimester. Students currently enrolled in the program are not affected by this change. If you were interested in enrolling in this program, please contact an Enrollment Counselor at 800-920-6723 to discuss alternatives. The Bachelor of Science in Communication program supplies students with the knowledge required to successfully fill organizational communication positions. Capabilities include ethical and critical-thinking skills nec-
necessary for today’s global society, mass media, and changing technology trends. The coursework covers oral and written communication, mass communication, new media, public relations, strategic communication, technical writing, and the leadership and management skills needed to successfully contribute to and within an organization. The program is designed for those interested in leadership or management positions, and for those who desire to excel in positions responsible for internal organizational communication efforts & external communication efforts.

Program Learning Outcomes

- Apply leadership, critical-thinking, problem-solving, creativity, and strategic-communication skills to a variety of communication scenarios.
- Investigate interpersonal, intercultural, and organizational communication.
- Evaluate the impact of diversity and culture on global communication practices.
- Analyze ethical issues, legal environments, and organizational influences on communication effectiveness.
- Create communication pieces using communication theories and concepts for diverse audiences and purposes through the integration of oral, written, visual, and online media.
- Develop professional collaborations, strategic-communication efforts, and knowledge-building behavior pertaining to the communication area.
- Illustrate proficiency in organizational, media, visual, informational, and technological literacy.

Courses

The Bachelor of Science in Communication program consists of 12 three-credit courses, listed in the suggested order of completion:

- ORG300: Applying Leadership Principles
- COM301: Research and Writing for the Communication Professional
- COM305: Communication in the Global Information Age
- COM310: Interpersonal Communication
- COM315: Intercultural Communication
- COM325: Mass Communication and Society
- COM335: Foundations of Strategic Communication
- COM400: Strategic Communication
- HRM435: Creating a Diverse and Ethical Workforce
- COM425: Communication Conflict and Persuasion
- COM455: Technical Communication
- COM480: Capstone – Applied Communication Strategies
- COM495*: Communications Practicum

* COM495 is an optional course that provides students with practical experience in communication. This course may not be available in all states; see the State Specific Authorization Policy under Admissions Policies.

Major in Criminal Justice

Colorado State University-Global Campus’s Bachelor of Science in Criminal Justice prepares students to enter exciting careers in law enforcement, public- and private-sector agencies, political science, research, social work, investigations, the military, and many other fields. Studies include the exploration of both traditional and contemporary methods of maintaining the balance between public safety and civil liberties. In addition to gaining knowledge of crime, law, and the justice system, students achieve an understanding of the ethical issues and relevant theories that apply to criminal justice and private sector organizations today. Graduates will gain a deep understanding of the functions and relationship between the police, courts, and corrections components of the criminal justice system. This program also explores many contemporary issues in this field such as technology, analytics, security, white collar crime, forensics, cybercrime, terrorism, and international crime. Depending on career or academic interests, students can choose from five dynamic specializations: Criminology, Criminal Forensics, Criminal Justice Management, Homeland Security, and Emergency Management.

Program Learning Outcomes

- Describe the main components of the criminal justice system.
- Discuss theoretical approaches to deviance and crime.
- Determine how quantitative and qualitative research methods are used in the field of criminal justice.
- Apply ethical standards in the criminal justice system.
- Evaluate the balance between crime control strategies and appropriate civil liberties.
- Describe the needs of victims, offenders, and the affected community.
• Evaluate technology and its role in today's criminal justice environment.

Courses
The Bachelor of Science in Criminal Justice and Law Enforcement Administration program consists of 10 three-credit courses listed in suggested order of completion. Additionally, it is recommended, but not required, that students consider a specialization in either Criminology or Criminal Forensics.

ORG300: Applying Leadership Principles
CRJ300: Introduction to Criminal Justice
CRJ310: Law Enforcement and American Policing
CRJ305: Criminology
CRJ330: Research Methods for the Criminal Justice Professional
CRJ335: Laws of Evidence
CRJ425: Criminal Law
CRJ420: Criminal Justice and the Constitution
CRJ440: Ethics for the Criminal Justice Professional
CRJ480: Capstone - Application of Criminal Justice Knowledge and Skills
CRJ495: Criminal Justice Practicum*

* CRJ495 is an optional course that students may select if they currently work in a criminal justice setting. Students will be required to pass a criminal background check, including fingerprinting, prior to taking CRJ495. This course may not be available in all states; see the State Specific Authorization Policy under Admissions Policies.

Major in Healthcare Administration and Management
Puerto Rico residents (only): This program does not fulfill the state’s requirement needed to work as a Healthcare Administrator in Puerto Rico.
The Bachelor of Science in Healthcare Administration and Management builds foundational core-competency business skills in management and supervision, marketing, human resources, communication, decision-making, strategic planning, operations, and finance. Additionally, students gain an increased understanding and knowledge of systems relating to quality assurance, risk management, managed care, insurance, healthcare laws and regulations, ethics, population health, and other information and practices important to managing in a demanding healthcare environment.

Program Learning Outcomes
• Summarize the roles, functions, and impacts of an effective healthcare manager.
• Evaluate existing management practices to assist healthcare managers in undertaking management decisions.
• Identify, evaluate, and respond to common types of healthcare, finance, policy, operations management, ethical, and strategic dilemmas.
• Describe the value of personal and professional development, community service, and life-long learning in healthcare management.
• Evaluate the impact of population health and information systems and technology trends on healthcare patient outcomes.
• Analyze the strategic impact of human resource development and management on healthcare organizations.

Courses
The Bachelor of Science in Healthcare Administration and Management program consists of 15 three-credit courses, listed in the suggested order of completion:

ORG300: Applying Leadership Principles
HCM301: Accounting & Finance for Healthcare Managers
HCM310: Introduction to the U.S. Healthcare System
HCM320: Introduction to Health Policy
HCM345: Health Law and Ethics
HCM370: Quality and Risk Management in Healthcare
HCM375: The Economics of Healthcare
HCM400: Managed Care and Health Insurance
HRM300: Principles of Human Resource Management
HCM315: Healthcare Supervision
HCM410: Healthcare Operations Management
HCM430: Population Health Management
HCM450: Healthcare Information Systems
HCM460: Introduction to Healthcare Strategy
HCM481: Healthcare Analysis & Policy Development - Capstone
HCM495*: Healthcare Management Practicum

* HCM495 is an optional course that will provide students with practical experience in management organizations. This course may not be available in all states; see the State Specific Authorization Policy under Admissions Policies.
Dual Enrollment Option (Bachelor’s to Master’s Early Advancement)

The Dual Enrollment Option allows highly qualified, well-prepared students in the B.S. in Healthcare Administration and Management program an opportunity for early admission into the Master of Healthcare Administration program. Additionally, accepted students will be able to complete three graduate-level courses in place of three specific undergraduate core courses and apply the resulting nine credits to both their bachelor’s and master’s degree programs through institutional transfer. Students are required to meet all undergraduate degree requirements (including completion of their capstone) in order for their bachelor’s degree to be conferred. Students must complete a minimum of 12 upper division core credits at CSU-Global before applying for the dual enrollment option.

The following course substitutions will apply to the B.S. in Healthcare Administration and Management core requirements for students accepted for the Dual Enrollment Option:

<table>
<thead>
<tr>
<th>Undergraduate Core Course to be Replaced</th>
<th>Graduate-Level Course Replacement</th>
</tr>
</thead>
<tbody>
<tr>
<td>HCM345 Health Law and Ethics</td>
<td>HCM515 Health Law and Ethics</td>
</tr>
<tr>
<td>HCM370 Quality and Risk Management in Healthcare</td>
<td>HCM520 Quality and Performance Improvement in Healthcare</td>
</tr>
<tr>
<td>HCM450 Healthcare Information Systems</td>
<td>HCM570 Healthcare Information Systems</td>
</tr>
</tbody>
</table>

The graduate-level courses will be charged at the graduate tuition rate at the time of enrollment. Students should apply for the Dual Enrollment Option prior to their first core course substitution and must maintain the minimum academic standards as listed below:

- Cumulative GPA of at least 3.00 for all undergraduate transfer credits from previous institutions.
- Cumulative GPA of at least 3.50 for all undergraduate courses completed at CSU-Global.
- Grades of B or better in all B.S. in Healthcare Administration and Management core courses.

Program Learning Outcomes

- Utilize various human resource-related programs - including performance evaluation, compensation, training and development, and health and safety - to manage and motivate an organization’s most valuable resource, its people.
- Determine staffing needs, create job descriptions, and evaluate and compensate employees to ensure the organization obtains the maximum value from its workforce.
- Devise innovative recruitment and selection approaches that attract and retain talent to an organization, creating a diverse workforce to succeed in a globally competitive work environment.
- Examine the laws, regulations, and statutes that govern the legal and ethical implications of employee management.
- Build effective labor relationships between the organization, union, and employees through the use of imaginative negotiation and conflict-resolution strategies.
- Research trends, analyze facts, and determine human resource strategies and policies that advance an organization’s interests.

Courses

The Bachelor of Science in Human Resource Management program consists of 10 three-credit core courses, listed in the suggested order of completion:

- ORG300: Applying Leadership Principles
- MGT350: Business Policy and Strategy
- HRM300: Principles of Human Resource Management
ACADEMIC PROGRAMS

HRM350: Compensation & Performance Management
HRM470: Human Resource Management in a Global World
HRM435: Creating a Diverse and Ethical Workforce
HRM445: Labor Relations and Employment Law
HRM440: Recruitment, Selection, and Employee Development
HRM460: Organizational Development
HRM481: Capstone - Human Resource Management
HRM495*: Human Resource Management Practicum

* HRM495 is an optional course that will provide students with practical experience in human resource management. This course may not be available in all states; see the State Specific Authorization Policy under Admissions Policies.

Major in Human Services
The Bachelor of Science in Human Services provides students with an understanding of programs designed to meet community and social welfare needs among varied populations. Students gain the practical knowledge necessary for assisting others in individual, family, group, organization, and community settings. Advanced topics include human development, intervention methods, case management, and human services administration.

Program Learning Outcomes
- Demonstrate effective written communication and analytical skills.
- Develop an understanding of the nature and purpose of human services by exploring the role and function of human services workers in a variety of micro and macro settings.
- Analyze the impact of diversity and culture in the field of human services.
- Evaluate ethical, legal, and organizational influences on human services organizations.
- Develop intervention and case management skills.
- Assess administrative responsibilities in human services organizations.

Courses
The Bachelor of Science in Human Services program consists of 15 three-credit courses, listed in the suggested order of completion:

ORG300: Applying Leadership Principles

SOC300: Working in Modern Society
SOC310: Race, Gender, and Ethnic Relations in the U.S.
SOC460: Community Development
HSM300: Introduction to Human Services
HSM320: Human Development
HSM350: Intervention Methods in Human Services
PMG370: Fundraising and Grant Writing
HSM400: Crisis Intervention
HSM405: Case Management in Human Services
HSM420: Legal and Ethical Issues in Human Services
HSM450: Human Services Administration
HSM470: Evaluation of Research and Theory in Human Services
HSM475*: Practicum - OR - HSM476*: Seminar - Human Services Strategy and Execution

* Students will enroll in either HSM475 or HSM476. They do not take both courses. Students may select the Practicum course (HSM475) or enroll in the Seminar course (HSM476) to fulfill this degree requirement. Students will be required to pass a criminal background check including fingerprinting prior to taking the HSM475 Practicum course. Students residing in locations where practica are not available must enroll in the Seminar course (HSM476). See the State Specific Authorization Policy under Admissions Policies.

Major in Information Technology
The Bachelor of Science in Information Technology program is designed to train individuals for information technology jobs and prepare graduates for professional certification exams (such as CompTIA A+, CompTIA Network+, CompTIA Security+, CompTIA Project+, Microsoft SQL, Microsoft Server 2012, etc.) that enhance student job-market value. Specializations in multiple subject matters will provide enhanced targeted skills and additional certification preparation. Upon completion of the degree program, students will have a foundational and practical knowledge across the field of information technology. Note: The IT program prepares students to work with, administer, and operate a variety of operating systems. To be successful in the program, students must have access to a Windows-based operating system and the Microsoft Office Suite.

Program Learning Outcomes
- An ability to apply knowledge of computing and mathematics appropriate to the program’s student outcomes and to the discipline.
• An ability to analyze a problem, and identify and define the computing requirements appropriate to its solution.

• An ability to design, implement, and evaluate a computer-based system, process, component, or program to meet desired needs.

• An ability to function effectively on teams to accomplish a common goal.

• An understanding of professional, ethical, legal, security and social issues and responsibilities.

• An ability to communicate effectively with a range of audiences.

• An ability to analyze the local and global impact of computing on individuals, organizations, and society.

• Recognition of the need for and an ability to engage in continuing professional development.

• An ability to use current techniques, skills, and tools necessary for computing practice.

• An ability to use and apply current technical concepts and practices in the core information technologies of human computer interaction, information management, programming, networking, and web systems and technologies.

• An ability to identify and analyze user needs and take them into account in the selection, creation, evaluation and administration of computer-based systems.

• An ability to effectively integrate IT-based solutions into the user environment.

• An understanding of best practices and standards and their application.

• An ability to assist in the creation of an effective project plan.

Courses
The Bachelor of Science in Information Technology program consists of 10 three-credit courses, listed in the suggested order of completion:

ORG300: Applying Leadership Principles

ACT300: Principles of Accounting I
ITS310: Introduction to Computer-Based Systems
ITS315: Introduction to Networks
ITS320: Basic Programming
ITS350: Information Systems and Security
ITS400: Information Technology Project Management
ITS405: Intermediate Networking
ITS410: Database Management
ITS430: Network Enterprise Solutions
ITS495*: Information Technology Practicum

** ITS495 is an optional course that will provide students with practical experience in organizations specific to information technology. This course may not be available in all states; see the State Specific Authorization Policy under Admissions Policies.

Major in Interdisciplinary Professional Studies
The Bachelor of Science in Interdisciplinary Professional Studies is an individualized program designed to equip students with the knowledge and abilities necessary to effectively and efficiently work in current and future industries that drive local and global economic prosperity. Emphasis is placed on effective communication, quantitative skills, global awareness, social responsibility, technology, critical-thinking skills, business skills, strategic innovation, and a commitment to lifelong learning.

Program Learning Outcomes
• Demonstrate critical thinking and decision-making skills based on interdisciplinary knowledge.

• Communicate across disciplines using multiple technologies and media.

• Integrate the knowledge from a wide variety of disciplines to have a better understanding of the world as a global society.

• Demonstrate the skills needed for ethical reasoning and problem-solving.

Courses
The Bachelor of Science in Interdisciplinary Professional Studies program consists of 10 three-credit courses, listed in the suggested order of completion:

ORG300: Applying Leadership Principles
One approved course from each of the following content areas, as listed on pages 60-62*:
• Communications
• Quantitative skills
• Global Awareness
• Social Responsibility
• Technology
• Critical Thinking
• Business
• Strategic Innovation

IPS450: Individualized Learning Portfolio (must be taken as final course at CSU-Global)

*Each course may only fulfill one content area degree requirement. A minimum of four of the eight selected courses must be at the 400 level. Students must select and submit all required courses in their individualized degree plan to the Interdisciplinary Professional Studies Faculty Mentor prior to their initial enrollment. Students wishing to modify their major courses on their individualized degree plan after their initial enrollment should contact their advisor to receive additional approval by their Interdisciplinary Professional Studies Faculty Mentor.
# Customizing Your Interdisciplinary Professional Studies Course List

CSU-Global's Interdisciplinary Professional Studies major grants students the freedom to customize their academic experience to fulfill any niche career requirements or educational aspirations. Students build their own course list by selecting eight of the 120+ courses below. The only stipulation is that each course must meet a different soft skill requirement -- the chart below indicates which criterion each course may fulfill.

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<th>Communication</th>
<th>Quantitative Skills</th>
<th>Global Awareness</th>
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<td>Business Valuation and Forensics with Artificial Intelligence</td>
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<td>Principles of Public Relations</td>
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<td>COM420</td>
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<td>Communication Conflict &amp; Persuasion</td>
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<td>Law Enforcement and American Policing</td>
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</table>
## Customizing Your Interdisciplinary Professional Studies Course List

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<tr>
<th>COURSE CODE</th>
<th>PREREQUISITE</th>
<th>TITLE</th>
<th>Communication</th>
<th>Quantitative</th>
<th>Global Awareness</th>
<th>Social Responsibility</th>
<th>Technology</th>
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<th>Strategic Innovation</th>
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## Customizing Your Interdisciplinary Professional Studies Course List

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GLOBAL CAMPUS*

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Major in Management Information Systems and Business Analytics

The Bachelor of Science in Management Information Systems and Business Analytics prepares students to be organizational leaders through the use of system design, data management, and business analytics. Students will learn to improve decision-making and processes in core business concepts, including management, strategy, marketing, accounting, and finance, through the use of information systems and data analysis in ethical, legal, and global contexts. Technical topics include systems analysis and design, database management, and data analytics. The B.S. in Management Information Systems is additionally accredited by ACBSP, which accredits quality business programs across the globe.

The accredited, online Management Information Systems degree consists of 12 three-credit major courses as part of a 120-credit hour bachelor’s degree. Core courses are designed to build practical knowledge and skills to help you advance your career.

Program Learning Outcomes

• Apply ethical and legal principles to information systems.

• Examine the differences in global business practices related to information systems.

• Utilize systems analysis to manage complex information systems projects.

• Design business intelligence solutions to achieve organizational objectives.

• Analyze complex data to support analytical business decisions.

Courses

The Bachelor of Science in Management Information Systems and Business Analytics program consists of 12 three-credit core courses, listed in the suggested order of completion:

ORG300: Applying Leadership Principles
MIS300: Information Systems Design & Management
MIS350: Information Systems Analysis and Design
ITS320: Basic Programming
ACT301: Financial Accounting
ITS325: Technology, Ethics, and Global Community
MIS407: Database Concepts
MIS445: Statistics in Business Analytics
MIS450: Data Mining
MKG310: Introduction to Marketing
MIS440: Cloud Computing and Big Data
MIS480: Capstone - Business Analytics and Information Systems
MIS495*: Management Information Systems Practicum

*MIS495 is an optional course that provides students with practical experience in information systems. This course may not be available in all states; see the State Specific Authorization Policy under Admissions Policies.

Major in Marketing

The Bachelor of Science in Marketing provides fundamental knowledge and skills for the development, promotion, distribution, and sale of products and services. The program focuses on the management and use of research, planning, analysis, consumer communication, business relations, and decision-making techniques including current issues and trends such as digital/social media and integrated marketing. Students learn the effective use of theory, technique, and practical application of product strategy, pricing, distribution, promotion, and marketing research, creativity, and critical thinking, as utilized by global marketing managers and directors. The B.S. in Marketing is additionally accredited by ACBSP, which accredits quality business programs across the globe.

Program Learning Outcomes

• Apply current theory to understand buyer behavior, define target markets, identify and evaluate market segments, and demonstrate knowledge of the marketing mix (product, place, price, and promotion) and all functional marketing areas.

• Explain the impact of competition, market forces, and other external factors on the success and failure of specific marketing programs.

• Use market research tools and procedures to estimate market potential, conduct exploratory and descriptive research, forecast demand, and communicate research findings effectively.

• Demonstrate a working knowledge of the technological, web-based, and global developments that are changing the scope of the marketing discipline.

• Apply current digital technologies or web-based solutions into marketing planning.
• Demonstrate analytical and critical-thinking skills with direct application to business/marketing environments.

• Determine appropriate practices and strategies for ethical marketing decision-making and behavior.

Courses
The Bachelor of Science in Marketing program consists of 10 three-credit courses, listed in the suggested order of completion:

- ORG300: Applying Leadership Principles
- MKG310: Introduction to Marketing
- MKG330: Consumer Behavior
- MKG340: Product and Brand Management
- MKG350: Promotion and Public Relations
- MKG400: International and Multi-Cultural Marketing
- MKG420: Digital Marketing
- MKG440: Strategic Marketing
- MKG450: Market Research
- MKG480: Capstone - Marketing
- MKG495*: Marketing Practicum

*MKG495 is an optional course that provides students with practical marketing experience. Each student will work under the direct supervision of a master’s-level professional at the organization that serves as practicum site. The purpose of the practicum is for students to apply and integrate what they have learned during their core courses in the Bachelor of Science in Marketing. Students will be required to participate in discussions and assignments for the course while assuming an active role in the workplace, working with professionals involved in projects in a variety of capacities. These professionals may be, for example, upper-level managers, project team members, sponsors, stakeholders, project managers, and/or others engaged in projects to demonstrate program-related knowledge and skills. A minimum of 80 hours of practicum fieldwork must be completed during the eight weeks of the course.

Major in Organizational Leadership
The Bachelor of Science in Organizational Leadership program is designed to provide today’s managers and organization leaders with the foundational understanding of competitive knowledge, skills, and abilities. Courses in this degree-completion program build an understanding of basic management functions, organizational behavior, organizational design and structure, workplace psychology applications, leadership communication skills, policy development, project management, legal issues, and information technology management. Upon the completion of this degree, students will have the knowledge of these leadership and management skills to provide a foundation for operating in today’s global organizations.

Program Learning Outcomes
• Demonstrate the application of effective written communication and research skills.

• Apply proficient leadership skills to strategic development and change.

• Identify the ethical behaviors and outcomes of decisions within a professional environment.

• Develop critical-thinking skills for effective analysis in decision-making.

• Demonstrate knowledge of the organizational responsibilities of managers.

Courses
The Bachelor of Science in Organizational Leadership program consists of 10 three-credit courses, listed in the suggested order of completion:

- ORG300: Applying Leadership Principles
- ORG303: Applied Organizational Psychology
- MGT315: Business Law
- MGT351: Organizational Innovation and Change
- ORG400: Leading Teams in Organizations
- MGT410: Project Management
- ORG405: Principles and Practices of Effective Leadership
- ORG423: Communication Strategies for Leaders
- ORG470: Leading Through Conflict Resolution
- ORG480: Capstone - Organizational Leadership
- ORG495*: Organizational Leadership Practicum

*ORG495 is an optional course that provides students with practical experience in organizations relevant to their field. This course may not be available in all states; see the State Specific Authorization Policy under Admissions Policies.

Major in Project Management
The Bachelor of Science in Project Management provides students with the opportunity to analyze and apply theories and concepts associated with temporary endeavors undertaken to create a unique product, service, or result. Learners will focus on contracts, asset procurement, risk, project planning, scheduling, monitoring, control, and earned value...
methods in addition to examining the costs and benefits of total quality management. Students will also learn to apply the soft skills associated with leadership, communication, and team building as they relate to the project management knowledge areas.

Program Learning Outcomes

- Apply knowledge of management and leadership theories as they relate to project, program and portfolio management.
- Apply effective communication, technology, and research skills.
- Examine tools and techniques of initiating, planning, executing, monitoring, and closing projects.
- Demonstrate critical-thinking skills for effective analysis in decision-making.
- Demonstrate well-honed skills in project quality management.
- Analyze the implications of diversity/culture and managing projects in an international setting.

Courses

The Bachelor of Science in Project Management program consists of 11 three-credit courses, listed in the suggested order of completion:

- ORG300: Applying Leadership Principles
- MGT300: Principles of Management
- OPS400: Operations Management
- PJM310*: Introduction to Project Management
- PJM330: Effective Project Scheduling and Control
- PJM380: Project Management Tools
- PJM400: Project Procurement and Contract Management
- PJM410: Assessing and Managing Risk
- PJM440: Total Quality Management
- PJM460: Project Leadership
- PJM480: Capstone - Project Management
- PJM495**: Project Management Practicum

* MGT410 can be taken in place of PJM310; however, students who take MGT410 should not take PJM310.
** PJM495 is an optional course that provides students with practical project management experience. This course may not be available in all states; see the State Specific Authorization Policy under Admissions Policies.

Major in Public Management

Please note: we are no longer accepting students into this program, as of the 2015-2016 Fall-A trimester. Students currently enrolled in the program are not affected by this change. If you were interested in enrolling in this program, please contact an Enrollment Counselor at 800-920-6723 to discuss alternatives.

The Bachelor of Science in Public Management program provides the fundamental knowledge and skills necessary for leading in the public sector. Public administration, policy and strategy development and implementation, human resource management, organizational designs, communication strategies, legal environment, resource development, financial management, and public relations. Upon completion of this degree, students will have the essential leadership skills and knowledge in preparation for a successful public management career.

Program Learning Outcomes

- Demonstrate knowledge of leadership theories in organizations.
- Demonstrate the application of effective written communication and research skills.
- Develop critical thinking skills for effective analysis in decision-making.
- Demonstrate knowledge of public organization design and structure.
- Identify ethical behaviors and outcomes of decisions within a professional environment.

Courses

The Bachelor of Science in Public Management program consists of 10 three-credit courses, listed in the suggested order of completion:

- ORG300: Applying Leadership Principles
- PMG300: Public Administration
- MGT302: Modern Organizational Theory*
- PMG320: Public Policy and Strategy
- FIN350: Principles of Finance for the Public Sector
- PMG370: Fundraising and Grant Writing
- PMG420: Public Relations
- PMG430: Human Resource Management in the Public Sector
- SOC460: Community Development
**PMG480: Capstone - Applied Public Management Skills**

* This course is no longer available.

## Undergraduate Specializations

Students may complete a specialization that consists of five upper division courses (15 credits) as a supplement to their program major. Specializations allow students to select a series of courses in a career-relevant field based on professional and personal interests. Not all specializations are available for all majors. See the Bachelor’s Degree Specialization Chart for more information. Due to course overlap in some programs, a supplemental course may be required to bring the total of classes to five.

Once a student has completed all the courses within a specialization, they can request a non-transcribable Certificate of Completion to be mailed to them prior to the completion of their degree. Students should contact their advisor for more information.

### Applied Social Sciences

The Applied Social Sciences specialization is designed to provide students with the opportunity to investigate the human experience and examine how structures, relationships, and ideas of the social world relate to human behavior. Students taking this specialization will be prepared for a wide variety of careers and emphasizes critical thinking, interpersonal awareness, and team-building skills. Students will build practical knowledge and skills in written and interpersonal communication, analytical reasoning, and decision-making. Students develop the ability to think critically through the examination of the principles and practices that underpin various social science disciplines as they relate to historic and contemporary social phenomenon. Upon completion of the specialization, students integrate theory, social research, skills, and professional experience preparing them for employment in the workforce in public, private, and community settings.

### Program Learning Outcomes

- Demonstrate effective written communication and analytical skills.
- Apply social and political perspectives to a professional setting.
- Develop critical thinking, quantitative reasoning, and decision-making skills.
- Examine the principles and practices that underpin social science disciplines.
- Analyze impact of ethical behaviors within a professional environment.

This specialization is available to students in undergraduate programs except Accounting Information Technology, Management Information Systems and Project Management. Applied Social Sciences Specialization courses are listed in order of completion:

- SOC300 Working in Modern Society
- SOC310 Race, Gender, and Ethnic Relations in the U.S.
- PMG320 Public Policy and Strategy
- SOC460 Community Development
- SOC470 Evaluation of Research and Theory in the Social Sciences

### Business Administration

The Business Administration specialization is designed for students interested in career tracks in administration and responsibility for a variety of business operations. Students analyze sound business practices including business finance, developing and managing human resources, developing and implementing business policy, and strategies for marketing a business.

### Program Learning Outcomes

- Develop leadership capabilities in the role of manager.
- Understand management functions of an organization.
- Develop problem-solving and decision-making strategies.

This specialization is available to students in all undergraduate programs except Business Management. Business Administration specialization courses are in the order of completion:

- FIN300*: Principles of Finance for the Private Sector
- HRM300**: Principles of Human Resource Management
- MGT451: Business Policy Development and Implementation
- MIS300***: Information Systems Design and Management
- MKG310****: Introduction to Marketing

* Bachelor of Science in Accounting and Health Administration majors will take MGT300 instead of FIN300.
**Business Management majors who initially enrolled after Fall 2012 will take ORG470 instead of HRM300. Human Resource Management majors will take MGT300 instead of HRM300.**

***Business Management majors who initially enrolled after Fall 2012, Organizational Leadership, and Management Information System and Business Analytics majors will take COM305 instead of MIS300.***

***Business Management majors who initially enrolled before Fall 2012 will take HRM435. Marketing majors will take MGT475.***

****Business Management majors who initially enrolled before Fall 2012 will take HRM425 instead of MKG310. Marketing majors will take MGT300 instead of MKG310. Business Management Majors enrolled in Winter-A 2017 or after are not eligible for this specialization.***

**Computer Programming**

The Computer Programming specialization is aimed at non-computer science majors who would like to broaden their programming capabilities. Courses cover an entire spectrum of basic programming and software development techniques for analysis, design, and implementation of software applications across various operating systems and platforms. Students interested in these courses should have a firm knowledge of basic computer skills and networking technologies, including the ability to grasp and understand new computer/networking concepts that relate to information systems and networking.

**Program Learning Outcomes**

- Identify appropriate software engineering topics and concepts to solve a given business problem.

- Develop conceptual models to access and update stored information.

- Implement algorithms to solving problems using the Java programming language.

- Develop software programs that manage resources securely in different operating system environments.

- Discuss different platform-based development environments.

- Analyze specific programming language requirements for multiple platforms.

- Implement simple web and mobile applications.

This specialization is available to students in all undergraduate programs. Computer Programming specialization courses are listed in order of completion:

CSC320: Programming I
CSC372: Programming II
CSC400: Data Structures and Algorithms
CSC450: Programming III
CSC475: Platform Based Development

**Construction Management**

This specialization is available to students in the B.S. in Business Management, B.S. in Organizational Leadership, B.S. in Project Management programs, and its goal is to prepare effective managers and supervisors for public and private construction projects. The undergraduate specialization in construction management will cover essential domains that help professionals assume leadership roles in the construction industry. This specialization prepares graduates for success in the rapidly changing construction industry by focusing on areas such as construction project management, construction planning and scheduling, construction cost estimation, construction methods and materials, and sustainable construction, among other foundational construction management skills.

**Program Learning Outcomes**

- Identify the key requirements of various stages of work in construction projects.

- Evaluate the key construction materials and methods and technologies used in construction.

- Assess the roles of the different participants in construction projects.

- Examine economic, social, and ethical considerations in construction management.

- Develop construction project schedules.

- Prepare accurate cost estimates and bid proposals.

This specialization is only available to students in the B.S. in Business Management, B.S. in Organizational Leadership, and B.S. in Project Management programs. Construction Management specialization courses are listed in order of completion:

CMG300: Fundamentals of Construction Management
PJM350: Construction Project Management  
CMG400: Construction Cost Estimating  
CMG450: Materials Used in Construction  
CMG465: Sustainable Development

**Criminal Forensics**
The Criminal Forensics specialization prepares students for positions in various criminal investigations or for a forensics graduate program. With a scientific underpinning, forensic science requires the skills needed to analyze crime scene evidence while following legal procedures that preserve evidence for use in court.

**Program Learning Outcomes**
- Assess the role of evidence collection in the court and trial process.
- Discuss the role of the forensic scientist and forensic technician.
- Assess the principles of crime scene investigation, including the recognition, collection, identification, preservation, and documentation of physical evidence.
- Apply basic forensic methods in collecting, processing, analyzing, and evaluating criminal evidence.
- Describe reports that are completed for crime sciences, physical evidence, and scientific process.
- Discover emerging concepts and practices in criminal investigation.

This specialization is available to students in all undergraduate programs. Criminal Forensics specialization courses are listed in order of completion:

  - CRJ325: Introduction to Forensic Psychology
  - CRJ336: Criminal Investigation
  - CRJ426: Investigative and Forensic Interviewing
  - CRJ450: Investigative Forensic Photography
  - CRJ465: Physical Methods in Forensic Science

**Criminal Justice Management**
The Criminal Justice Management specialization is designed to provide students with knowledge and skills needed by professionals in criminal justice organizations. Students will examine a holistic approach to the fundamentals of criminal justice within the context of management and effective decision-making.

**Program Learning Outcomes**
- Describe criminal justice foundational elements.
- Evaluate the ethical issues facing criminal justice organizations and personnel.
- Evaluate existing research using quantitative and statistical tools to make decisions.
- Apply the factors of effective management and leadership in criminal justice environments.
- Assess theories to successfully manage teams and organizations in criminal justice.

This specialization is available to students in all undergraduate programs except Criminal Justice and Law Enforcement Administration. Criminal Justice specialization courses are listed in order of completion:

  - CRJ330: Research Methods for the Criminal Justice Professional
  - CRJ340: Restorative and Community-Based Justice
  - CRJ440: Ethics for the Criminal Justice Professional
  - ORG405*: Principals & Practices of Effective Leadership
  - CRJ460: Managing Criminal Justice Organizations

* BS - Organizational Leadership students who had this specialization will take CRJ360 in place of ORG405.

**Criminology**
The Criminology specialization assists the career tracks of students interested in or currently employed in the areas of public safety, law, social welfare offices, or other social programs that specifically deal with public safety and human welfare. Students examine this issue of crime and deviant behaviors, law, and the penal system.

**Program Learning Outcomes**
- Recognize systems/management responsibilities within public safety.
- Comprehend the leadership responsibilities in law and criminology.
- Understand the effects of crimes/deviant behaviors on victims/society.

This specialization is available to students in all undergraduate programs. Criminology specialization courses are listed in order of completion:

- CRJ325: Introduction to Forensic Psychology
- CRJ336: Criminal Investigation
- CRJ426: Investigative and Forensic Interviewing
- CRJ450: Investigative Forensic Photography
- CRJ465: Physical Methods in Forensic Science
ACADEMIC PROGRAMS

CRJ320: Juvenile Justice
CRJ340: Restorative and Community-Based Justice
CRJ470: Race, Class, and Crime
CRJ315: Corrections
CRJ431: Victimology

Cyber Security
The Cyber Security specialization advances the knowledge of information technology professionals understanding of cyber threats, information assurance, and digital crime investigation developing the knowledge, skills, and abilities to secure organizational data as information security experts in an information technology dependent enterprise. Coursework is aligned with some elements of the knowledge base for the CISSP - Certified Information Systems Security Professional. Students interested in this specialization should have a firm knowledge of basic computer skills and information security including the ability to grasp and understand the controls and concepts needed to safeguard organizational data.

Program Learning Outcomes
• Compare various information technology security models, architectures, and risks associated with data processing, transmission, and storage in an enterprise.
• Evaluate different networking vulnerabilities and methods used to attack and/or compromise the integrity of IT networks in an enterprise, and provide a comprehensive solution to mitigate potential attacks.
• Demonstrate a knowledge and interpretation of ethical and legal issues surrounding information technology security, including privacy, legislation, and innovation.
• Analyze regional as well as international threats impacting Internet-based activities for use in a multinational enterprise.

This specialization is only available to students in the B.S. in Information Technology and B.S. in Management Information Systems and Business Analytics programs. Cyber Security specialization courses are listed in order of completion:

ITS360: Introduction to Cyber Security & Digital Crime
ITS415: Principles of Cyber Security
ITS425: Ethical Hacking and Penetration Testing
ITS455: Digital Forensics and Investigations
ITS460: Information Security Legal and Ethical Issues

Data Management and Analysis
This program will teach the student best practices to manage and prepare enterprise data for business use, and the various types of statistical analyses that can be performed to help an organization increase its productivity, profitability, and performance. Courses cover the entire spectrum of basic database concepts and techniques, database administration, SQL programming, statistics, data warehousing, cloud technologies, and data mining. Students interested in this specialization should have a firm knowledge of basic computer skills.

Program Learning Outcomes
• Identify the concepts of relational database structure, integrity, manipulation, and normalization.
• Evaluate how relational databases and statistical analyses are used for enterprise applications and to develop Business Intelligence (BI).
• Design a relational database from user requirements.
• Utilize SQL to create a relational database, query data, and prepare data for a statistical analysis.
• Perform database administrator functions for a relational database.
• Develop a data warehouse and other appropriate data structures for statistical analyses.
• Perform data mining and other statistical analyses using analytical software.
• Evaluate current cloud computing capabilities and the major challenges in the database industry.

This specialization is available to students in all undergraduate programs except Management Information Systems and Business Analytics. Data Management and Analysis specialization courses are listed in order of completion:

MIS407: Database Concepts
ITS410*: Database Management
MIS440: Cloud Computing and Big Data
MIS445: Statistics in Business Analytics
MIS450: Data Mining

* Information Technology majors will take ITS325.

Digital Marketing
The Digital Marketing specialization provides students with a working knowledge of digital marketing skills leading to the compilation of an effective digital marketing cam-
Program Learning Outcomes

- Apply current digital theory in the field of marketing.
- Explain the impact of global competition, market forces and other external factors on the success and failure of specific digital marketing initiatives.
- Use digital market research tools and predictive analytics tools.
- Demonstrate analytical and critical-thinking skills with direct application to business/marketing environments through technology.

This specialization is available to students in all undergraduate programs including Marketing. Digital Marketing specialization courses are listed in order of completion:

- MKG310#: Introduction to Marketing
- MKG420#: Digital Marketing
- MKG370: Website and Content Marketing
- MKG380: Social Media Marketing
- MKG430: Market Research Through Digital Metrics & Analytics

* Accounting, Business Management, and Healthcare Administration and Management majors will take MKG330. Marketing majors will take MKG360 and MKG410.

Emergency Management

The specialization in Emergency Management provides students the opportunity to apply and analyze theories and concepts to practical applications associated with emergency planning, crisis response, and public safety research on both a domestic and international level. The program focuses on crisis and emergency management decision-making and exposes students to dynamic planning, operations, and all-hazard readiness and identification procedures and scenarios. Furthermore, the student explores infrastructure protection and preparedness, phases for crises response, mitigation activities, and integration of public and private resources. The students will gain significant critical thinking and decision-making abilities as this Emergency Management program utilizes virtual, interactive real-world scenarios and multiple multi-media platforms to practice their skills and techniques in a “safe” classroom environment.

Program Learning Outcomes

- Analyze the concepts and theories of emergency management and interpret disasters responses and implications.
- Discuss environmental hazards including man-made or natural events while interpreting and correlating planning and response regarding emergency events with an emphasis on all-hazard readiness.
- Apply critical thinking and decision-making as key functions to emergency management specifically during crisis operations.
- Assess crisis and emergency response and recovery issues and integrate exercise planning & coordination.
- Describe strategies toward infrastructure preparedness and protection.
- Analyze current international emergency management trends and tactics.

This specialization is available to students in all undergraduate programs. Emergency Management specialization courses are listed in order of completion:

- EMG300: Foundations of Emergency Management
- EMG325: Hazard Mitigation
- EMG375: Disaster Response
- EMG400: Disaster Recovery
- EMG450: Comprehensive Emergency Planning

Foundations of Accounting

The Foundations of Accounting Specialization will provide students with the basics of accounting frameworks and principles needed for entrance and growth in the accounting field.

Program Learning Outcomes

- Learn basics of accounting frameworks and principles needed for entrance and growth in the accounting field.
- Acquire the basic knowledge and skills of accounting fundamentals to work within an accounting department or the financial and accounting area of a department.
- Paired with the B.S. in Business Management or Organizational Leadership, students will also be prepared to manage an accounting department.
This specialization is available to students in all undergraduate programs except Accounting. Foundations of Accounting specialization courses (listed in order of completion):

ACT300: Principles of Accounting I
ACT305*: Managerial Accounting
ACT350: Intermediate Accounting I
ACT405: Federal Individual Taxation
ACT450: Auditing

* Business Management majors will take ACT360 and must have been initially enrolled after Fall 2012 to be eligible for this specialization.

Fundraising
In this bachelor’s degree specialization students will develop the ability to lead fundraising efforts in nonprofit organizations, maximizing the ability of the organization’s leaders to obtain private, corporate and government funding. Students will develop strategies to oversee fundraising campaigns and events, and develop skills to solicit donations for nonprofit organizations. Course work will prepare students to solicit funding from a variety of sources, design promotional materials and promote awareness of an organization’s strategic goals and financial needs. In addition, students will be prepared to use 21st century technology skills to leverage nonprofit organization financial growth. Finally, students will develop communication and organizational skills, public relation skills, and general business management skills. CSU-Global graduates with this specialization would work in nonprofit organizations such as educational and religious organizations, research and healthcare companies, social services organizations, and government and political positions.

Program Learning Outcomes

• Foster philanthropy among organizational communities.

• Demonstrate effective fundraising practices and strategies.

• Implement frameworks to cultivate and retain donors.

• Integrate financial analysis, forecasting, budgeting, and reporting for fundraising.

• Secure, negotiate, and manage grant awards from funding sources.

• Create a comprehensive communications plan to meet fundraising goals.

This specialization is available to students in all undergraduate programs. Fundraising specialization courses are listed in order of completion:

COM312 Public Relations Techniques
COM321 Campaign and Event Planning
PMG370 Fundraising and Grantwriting
MKG380 Social Media Marketing
SOC460 Community Development

Healthcare Informatics
Please note: We are no longer accepting students into this specialization as of the 2015-2016 Fall-A trimester. Students currently enrolled in the program are not affected by this change. If you were interested in enrolling in this program, please contact an Enrollment Counselor at 800-920-6723 to discuss alternatives.

The Healthcare Informatics specialization provides students with the basics of Health Information Systems frameworks and principles needed in the Health Information Systems field. Graduates will gain knowledge of healthcare concepts, operations, and industry practices with the unique ability to align and or integrate healthcare organizational needs with information technology systems to streamline operations in medical facilities.

Program Learning Outcomes

• Apply knowledge of healthcare concepts to information systems integration for efficient healthcare management operations, and business processes in a medical organization.

• Evaluate the impact of information systems and technology on healthcare processes and the securing of health information while understanding the legal and policy implications of healthcare administration send effectively.

• Analyze, design, and implement solutions to healthcare information problems and develop reporting and support capabilities for healthcare decisions.

• Apply effective interpersonal and written communication skills to become an active participant in organizations and society while making, identifying, evaluating, and responding to common types of ethical dilemmas.
This specialization is available to students in all undergraduate programs. Healthcare Informatics specialization courses (listed in order of completion):

- HCI310: Principles of Health Information Management
- HCI320: Healthcare Informatics
- HCI340: Quality Health Information Systems and Security
- HCI400: Coding and Reimbursement Systems
- HCM450*: Healthcare Information Systems
* Healthcare Administration and Management majors will take ITS400.

Healthcare Management
The Healthcare Management specialization provides students with a broad understanding of healthcare principles for practical application as a manager or leader of a department in the healthcare industry. The knowledge and skills experienced in the coursework are designed to provide key information for critical thinking and decision-making, as it applies to healthcare issues.

Program Learning Outcomes
- Comprehend the fundamentals and history of healthcare.
- Synthesize the relationships between healthcare quality, organizational performance, and compliance to make decisions.
- Identify, evaluate, and respond to ethical issues found in the healthcare industry.

This specialization is available to students in all undergraduate programs except Healthcare Administration and Management. Healthcare Management specialization courses are listed in order of completion:

- HCM310: Introduction to the U.S. Healthcare System
- HCM320: Introduction to Health Policy
- HCM370: Quality and Risk Management in Healthcare
- HCM400: Managed Care and Health Insurance
- HCM430: Population Health Management
- HCM450*: Healthcare Information Systems
* Healthcare Administration and Management majors will take ITS400.

Hospitality and Tourism Management
This specialization is not open for enrollment to incoming students. The Hospitality and Tourism Management Specialization provides a foundation in key sectors and functions. Students will be prepared with a variety of practical skills and knowledge that may be applied directly to practice in this industry. The specialization is designed to provide supplemental and supporting knowledge to a wide variety of majors within the university.

Program Learning Outcomes
- Analyze staff development and planning training programs.
- Research social, ethical, and legal influences on modern organizations.

Courses:
- HTM300: Introduction to Hospitality Management
- HTM310: Tourism & Commercial Recreation Systems
- HTM320: Meeting and Event Management
- MKG340: Brand & Product Management*
- HTM340: Hospitality Sales & Marketing
* Marketing Majors will take MGT300 in place of MKG340.

Human Resources and Organizational Development
The Human Resource and Organizational Development specialization is designed to provide a background in personnel management, staff training and development, policy and procedures, and more. Students gain in-depth knowledge of HR and corporate structure to complement their bachelor’s degree program coursework.

When paired with CSU-Global’s Bachelor of Science in Business Management degree program, this specialization is aligned with the Society for Human Resource Management’s HR Curriculum Guidebook and Templates. Through these guidelines, SHRM acknowledges this program meets their educational standards to prepare individuals for careers in Human Resources.

Program Learning Outcomes
- Analyze staff development and planning training programs.
- Research social, ethical, and legal influences on modern organizations.
• Integrate human resources management strategies and compensation systems.

• Examine organizational culture, change dynamics, communication, and conflict resolution.

This specialization is available to students in all undergraduate programs except Healthcare Administration and Management and Human Resource Management. Human Resources and Organizational Development specialization courses are listed in order of completion:

  HRM300*: Principles of Human Resource Management
  HRM445: Labor Relations and Employment Law
  HRM440: Recruitment, Selection, and Employee Development
  HRM460: Organizational Development
  ORG470*: Leading Through Conflict Resolution
* If Business Management majors or Organizational Development majors take this specialization, they may have HRM435 replace HRM300 and/or MGT475 replace ORG470.

Information Technology Management

The Information Technology Management specialization provides students with a holistic understanding of organizational technologies from which they can make decisions, manage the associated human and technology resources, and strategically plan for organizational growth and effectiveness.

Program Learning Outcomes

• Explain technology from a management perspective.

• Describe how to meet and/or optimize organizational needs by proper management of information technology.

• Compare the information technology needs with organizational needs.

• Illustrate the theoretical and applied uses of information technology in various business applications for problem-solving.

• Construct social, organizational, and ethical concerns of the practice of information technology.

• Evaluate software and hardware options for information systems management.

• Summarize software and hardware information technology management.

This specialization is available to students in all undergraduate programs except Information Technology. Information Technology Management specialization courses are listed in order of completion:

  ITS315: Introduction to Networks
  ITS350: Information Systems and Security
  ITS400: Information Technology Project Management
  ITS405: Intermediate Networking
  ITS430: Network Enterprise Solutions

Information Technology Operations

The Information Technology Operations specialization provides students with the skills necessary to secure employment in the highly dynamic and fast-growing technology industry. Students are prepared to apply broad problem-solving solutions to information technology issues with an emphasis on service, operations, and maintenance.

Program Learning Outcomes

• Use skills obtained to prepare for various technology certification exams.

• Comprehend the theoretical uses of information technology in various business applications.

• Demonstrate the applied uses of information technology for a given business application.

• Apply skills in system analysis and design, network design and administration, database design and development, operating systems, software and web application development, and IT security.

• Compare technical skills in programming and technology trouble-shooting.

This specialization is available to students in all undergraduate programs except Information Technology and Management Information Systems and Business Analytics. Information Technology Operations specialization courses are listed in order of completion:

  ITS310: Introduction to Computer-Based Systems
  ITS315: Introduction to Networks
  ITS320: Basic Programming
  ITS410: Database Management
  ITS430: Network Enterprise Solutions
Intelligence and Homeland Security
This specialization is designed to provide the theories, concepts, and practical applications associated with the protection of the United States. Students will learn the homeland security goals for readiness and responsiveness as defined by national policy as well as how to identify and protect critical infrastructures and key resources from threats including terrorism, drug trafficking, and cyber-attacks. Procedures to reduce vulnerability, minimize damage, and recover from the effects of terrorist events will also be examined. This course will look to focus on both domestic and international homeland security and counter-terrorism trends and tactics. Students will be exposed to many real-world scenarios in a virtual and highly interactive class environment, which will serve to sharpen their critical thinking and decision-making abilities.

Program Learning Outcomes
- Analyze history and apply concepts of homeland security to domestic and international situations in a dynamic threat environment.
- Examine threats against homeland security and differentiate between the major threat categories including natural, man-made, and information/technology.
- Describe the components of a national protection plan and outline the steps for identifying critical infrastructures and key resources.
- Assess homeland security processes, including threat analysis, indication systems, and warning constructs.
- Demonstrate knowledge of intelligence operations and the role these operations play in homeland security.

This specialization is available to students in all undergraduate programs. Intelligence and Homeland Security specialization courses in order of completion:

- HLS300: Introduction to Homeland Security
- HLS350: Terrorism
- HLS375: Risk Analysis and Mitigation
- HLS400: Critical Infrastructure and Key Resource Identification and Protection
- HLS450: Intelligence

International Business
The undergraduate specialization in International Business prepares students for international management career opportunities within multinational industries and organizations. Learners will gain an understanding of economic, legal, governmental, financial, and cultural issues related to international business. The specialization is designed to support more informed decision-making as it applies to developing and managing cross-border enterprises, while competing in an ever more integrated and complex business environment.

Program Learning Outcomes
- Describe how cultures impact opportunities and outcomes in international business.
- Demonstrate skills and strategies for marketing and managing across multiple cultures.
- Compare concepts and models as they apply to multiple organizational functions within the international and global context.
- Analyze the scope of expansion and appropriate operations in the international marketplace.

This specialization is available to students in all undergraduate programs. International Business specialization courses are listed in order of completion:

- MGT305: Introduction to International Business
- MGT405: Management in the Global Economy
- ECN410: Comparative Economics & Global Business 1800-Present
- MKG400*: International and Multi-cultural Marketing
- COM315*: Intercultural Communication


Marketing
The Marketing specialization provides students the exposure to the many facets of marketing including development, advertisement, distribution, and sale of products and services. The specialization focuses the learner on the management and use of research, planning, analysis, consumer communication, business relations, and decision-making techniques, as used by marketing managers and directors through effective corporate communication channels.
Program Learning Outcomes

- Apply current theory in the field of marketing, especially in terms of understanding buyer behavior, defining target markets, identifying and evaluating market segments, and in demonstrating knowledge about elements of the marketing mix.

- Explain the impact of global competition, market forces, and other external factors on the success and failure of specific marketing programs.

- Use market research tools and procedures to estimate market potential, conduct exploratory and descriptive research, forecast demand, and communicate research findings effectively, both orally and in appropriate written forms.

- Demonstrate analytical and critical-thinking skills with direct application to business/marketing environments.

This specialization is available to students in all undergraduate programs except Marketing. Marketing specialization courses are listed in order of completion:

- MKG310*: Introduction to Marketing
- MKG330: Consumer Behavior
- MKG340: Product and Brand Management
- MKG350: Promotion and Public Relations
- MKG470: Market Research

* Accounting, Business Management, and Healthcare Administration and Management majors will take MKG420.

Operations Management and Supervision

This program prepares learners to fulfill the organizational roles and responsibilities of Operations Management and Supervision. The learner will evaluate how companies manage manufacturing processes and services effectively and efficiently and the use of information to improve organizational performance. The courses are focused on developing students’ knowledge, skills, and abilities in operations management, finance, management, leadership, strategic and critical thinking, decision-making, and business governance. This specialization topic areas and content are aligned with APICS, The Association for Operations Management, Production and Inventory Management (CPIM) certification, and the Certified Supply Chain Professional (CSCP) certification.

Program Learning Outcomes

- Describe the systems and processes necessary to develop and administer a world-class operations management department.

- Implement integrated financial and operations management systems.

- Apply leadership skills enabling all employees to add value to the operations management component of an organization.

- Apply the logic and critical thinking skills needed to allow one’s organization to be competitive in a global environment.

- Analyze the implications of laws, regulations, ethics, and contracts, and apply the results of this analysis to improving the procedures governing the actions of a company.

This specialization is available to students in all undergraduate programs. Operations Management and Supervision specialization courses are listed in order of completion:

- OPS400: Operations Management
- OPS402: Financial Performance in Operations Management
- OPS404: Leadership in Operations Management
- OPS405: Managing the Supply Chain
- PJM400*: Project Procurement and Contract Management

* Project Management majors will take MGT475.

Organizational Leadership

The Organizational Leadership specialization provides students with a foundation of leadership theory, skills, and knowledge to lead teams and organizations. Students will also learn how to integrate and apply their learning to business policy and strategy implementation.

Program Learning Outcomes

- Comprehend the fundamental theories of effective leadership.

- Apply leadership principles to team dynamics.

- Analyze dynamics of change and how leaders can develop a culture adaptable to change.
• Understand communication theories and strategies for effective leadership communication.

• Synthesize the impact of effective leadership on policy development and strategy implementation.

This specialization is available to students in all undergraduate programs except Human Resource Management and Organizational Leadership. Organizational Leadership specialization courses are listed in order of completion:

MGT351: Organizational Innovation and Change
ORG470*: Leading through Conflict Resolution
ORG405: Principles & Practices of Effective Leadership
ORG423**: Communication Strategies for Leaders
ORG400: Leading Teams in Organizations

* Human Resource Management majors will take ORG303
** Public Management majors will take COM305

Professional Sales

Please note: we are no longer accepting students into this specialization as of the 2015-2016 Fall-A trimester. Students currently enrolled in the program are not affected by this change. If you were interested in enrolling in this program, please contact an Enrollment Counselor at 800-920-6723 to discuss alternatives.

The Professional Sales specialization is designed for students that have a desire to pursue or elevate their career as a sales executive by learning advanced negotiation techniques. This specialization will provide the opportunity for participants to learn how to develop and execute a winning sales strategy and will also offer a better understanding of the important role sales plays in the success of an organization.

Program Learning Outcomes

• Demonstrate the ability to differentiate between various sales and prospecting models.

• Evaluate advanced negotiation techniques.

• Demonstrate knowledge and interpretation of sales leadership principles.

• Assess and analyze how emotional intelligence plays a role in the buying cycle.

• Create strategic plans to increase sales effectiveness.

This specialization is available to students in all undergraduate programs. Professional Sales specialization courses are listed in order of completion:

PSL300: The Professional Sales Process
PSL301: Aligning Strategy and Sales
PSL400: Principles of Sales Force Leadership
PSL450: Advanced Negotiations
PSL460: Emotional Intelligence and Sales

Project Management

The Project Management specialization provides students with the opportunity to analyze and apply theories and concepts associated with temporary endeavors undertaken to create a unique product, service, or result. Learners will focus on the management of contracts and asset procurement. Additionally, students will apply management of risk, project planning, monitoring, control, and earned value methods, as well as assess the costs and benefits of total quality management.

Program Learning Outcomes

• Apply knowledge of management and leadership theories as they relate to project, program, and portfolio management.

• Apply effective communication and research skills.

• Examine tools and techniques of initiating, planning, executing, monitoring, and closing projects.

• Demonstrate critical-thinking skills for effective analysis and decision-making.

• Demonstrate well-honed skills in project quality management.

This specialization is available to students in all undergraduate programs except Project Management. Project Management specialization courses are listed in order of completion:

PJM310*: Introduction to Project Management
PJM330: Effective Project Scheduling and Control
PJM380: Project Management Tools
PJM400: Project Procurement and Contract Management
PJM410: Assessing and Managing Risk

* Organizational Leadership majors will take SOC460 instead.

Public Administration

Please note: We are no longer accepting students into this specialization as of the 2015-2016 Fall-A trimester. Students currently enrolled in the program are not affected by this change. If you were interested in enrolling in this program, please contact
an Enrollment Counselor at 800-920-6723 to discuss alternatives.

The Public Administration specialization provides students with the knowledge and skills associated with the development and management of human, financial, and operational resources found in public and nonprofit organizations.

Program Learning Outcomes
• Synthesize factors of effective human resource management.
• Analyze the creation, implementation, and impact of public policies on organizations.
• Understand how to maximize the role of public relations of public and nonprofit initiatives.
• Comprehend the processes and perspectives related to public finance, budgeting, and revenue generation.

This specialization is available to students in all undergraduate programs except Public Management. Public Administration specialization courses are listed in order of completion:

PMG300*: Public Administration
FIN350: Principles of Finance for the Public Sector
PMG320: Public Policy and Strategy
PMG370: Fundraising and Grant Writing
PMG430: Human Resource Management in the Public Sector

* Applied Social Sciences majors will take PMG430.

Public Relations
The Public Relations specialization provides students a range of courses that will focus their understanding in specific public relations contexts, including media relations, event planning, international relations, internal relations, and social media management. In addition to coursework, this specialization encourages students to participate in promotions, publicity, community affairs, internal relations, writing, and special events planning.

Program Learning Outcomes
• Write logically, clearly, persuasively, and precisely in a professional manner.
• Engage in communication research, with a basic understanding of both qualitative and quantitative strategies.
• Develop, deliver, & critique effective oral presentations.
• Demonstrate high levels of interpersonal competence.
• Apply public relations theory to historic and contemporary public relations cases.
• Demonstrate sound ethical problem solving and decision-making.
• Assemble a collection of public relations materials appropriate for display in a professional portfolio.
This specialization is available to students in all undergraduate programs except Public Management. Public Relations specialization courses are listed in order of completion:

- COM302: Principles of Public Relations
- COM312: Public Relations Techniques
- COM321: Campaign and Event Planning
- COM340: Social Media and Public Relations
- COM360: International Public Relations

**Small Business Management**

*This specialization is not open for enrollment to incoming students.* This specialization provides students with practical skills to develop and manage a small business or entrepreneurial venture. Core knowledge covers the necessary skills to profitably manage a small business, including planning, management, marketing, finance, and human resources.

**Program Learning Outcomes**

- Demonstrate the knowledge and skills necessary to create a small business, including developing a business plan, identifying and securing funding sources, and implementing marketing strategies.
- Apply entrepreneurship principles to the development and management of small businesses.
- Apply small business management strategies for successful growth in a global market.
- Evaluate the role of small businesses in an international market.

This specialization is available to students in all undergraduate programs. Small Business Management specialization courses are listed in order of completion:

- SMB300: Introduction to Small Business/Entrepreneurship
- ORG305: Entrepreneurship in the Global Age
- SMB350: Funding Sources for Small Business/Entrepreneurial Organizations
- SMB400: Managing a Small Business/Entrepreneurial Organization
- MKG425: Marketing Strategy for Small Business

**Strategic Communication**

The Strategic Communication specialization is designed to provide managers and leaders with communication skills for internal and external communication effectiveness. The coursework features oral and written communication exercises and a broad knowledge base of the global and dynamic society.

**Program Learning Outcomes**

- Apply leadership, critical-thinking, problem-solving, creative, and strategic communication skills to a variety of communication scenarios.
- Comprehend the impact of diversity and culture on communication practices.
- Evaluate ethical, legal environment, and organizational influences on communication effectiveness.
- Demonstrate professional collaborative and knowledge-building behavior.
- Demonstrate proficiency in media, visual, information and technology literacy.

This specialization is available to students in all undergraduate programs except Communication. Strategic Communication specialization courses are listed in order of completion:

- COM325: Mass Communication and Society
- COM335: Foundations of Strategic Communication
- COM425: Communication, Conflict, and Persuasion
- COM455: Technical Communication
- COM400: Strategic Communication

**Virtualization and Cloud Computing**

The specialization in Virtualization and Cloud Computing is a 15-credit hour sequence of undergraduate-level IT coursework designed to provide students with an in-depth review and analysis of virtualization and cloud computing technologies across a variety of platforms. It prepares students to implement and manage virtual and cloud technologies within an enterprise. The coursework provides a combination of both theoretical and professional competencies in the subject matter and introductory preparation for virtualization certifications.

**Program Learning Outcomes**

- Demonstrate troubleshooting and administration techniques to manage a complex network environment.
- Identify various cloud models.
- Evaluate business opportunities to utilize and migrate to virtualization solutions.
ACADEMIC PROGRAMS

- Implement best practices used for securing virtual environments.
- Operate a secured virtualized server infrastructure.

This specialization is available to undergraduate students in the Information Technology and Management Information Systems and Business Analytics programs. Virtualization and Cloud Computing specialization courses are listed in order of completion:

- ITS439: Virtualization Technology Fundamentals
- ITS441: Cloud Technology Fundamentals
- ITS442: Enterprise Cloud Computing
- ITS443: Server Virtualization Technologies
- ITS446: Securing Virtual and Cloud Systems
Once a student has completed all the courses within a specialization, they can request a non-transcribable Certificate of Completion to be mailed to them prior to the completion of their degree. Students should contact their advisor for more information.

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Master’s Degrees
CSU-Global currently offers 11 graduate-level degree programs. These include both academic Master of Science and professional focused Master programs:

- Master of Science in Data Analytics
- Master of Science in Management
- Master of Science in Organizational Leadership
- Master of Science in Teaching and Learning
- Master of Science in Teaching and Learning—Principal Licensure Concentration
- Master of Criminal Justice
- Master of Finance
- Master of Healthcare Administration
- Master of Human Resource Management
- Master of Information Technology Management
- Master of International Management
- Master of Professional Accounting
- Master of Project Management

To ensure success, students who do not fulfill select admission criteria may be required to take one additional credit-bearing course designed to familiarize them with expectations for research, writing, and content knowledge. This Master’s Plus course increases the program to 39 credits. Management applicants with GPA or content area deficiencies may be required to take RES500. Organizational Leadership, Criminal Justice and Law Enforcement Administration, and Healthcare Administration applicants with GPA deficiencies may be required to take RES501. These courses provide students with the opportunity to sharpen their skills and better prepare for the learning objectives of the program.

Master of Science in Data Analytics
The Master of Science in Data Analytics program prepares students to be strong organizational leaders by using business intelligence and data analytics. Students learn to improve decision-making and business processes in core business functions such as accounting, finance, logistics, management, and strategy through the application of business intelligence solutions and data analytics principles. Technical topics include data warehousing, data mining and visualization, business analytics, predictive analytics, and enterprise performance management. The program prepares students for careers such as business/systems analysts, business intelligence developers/analysts, ETL developers, data analysts, data architects, and data scientists.

Program Specific Admission Requirements
In addition to the institutional graduate admission standards, students seeking admission to the MSDA program must have an undergraduate degree with a major or concentration in management information systems, information technology, computer science, or database management and demonstrate that they have taken at least introductory courses in the following three areas: computer programming, database management, and statistics.

Students who do not meet the above conditions may be admitted provisionally to the program. One or more of the courses below may be required to be completed as prerequisites to the MSDA coursework to build up background knowledge in these areas:

- Basic Programming: ITS320
- Database Concepts: MIS407
- Statistics in Business Analysis: MIS445

To gain full admission to the MSDA program and begin graduate level coursework, provisionally admitted students must complete assigned prerequisite courses within 12 months of starting with a minimum cumulative grade point average of 3.0. All coursework must also be completed with a grade of ‘C’ or higher.”

Program Learning Outcomes
- Recommend appropriate actions for ethical situations in business analytics.
- Develop knowledge to extract, transform, integrate, load, and access large data sets.
- Employ business intelligence solutions for business forecasting and analysis.
- Evaluate principles of descriptive, predictive, and prescriptive analytics to address business challenges.
- Articulate analytical conclusions and recommendations in written and visual formats.

Courses
In master’s programs, students choose a core program and then select a specialization area, consisting of four courses. Specializations allow students to take a sequence of courses in a career-relevant field. These courses will com-
implement the program of study based on professional and personal interest:

(RES500* Fundamentals of Quantitative Analysis*)
MIS500: Foundations of Data Analytics
MIS540: Introduction to Business Intelligence
MIS541: Data Warehousing in Enterprise Environments
MIS510: Data Mining and Visualization
MIS530: Predictive Analytics
MIS542: Business Analytics
MIS543: Enterprise Performance Management
MIS581: Capstone - Business Intelligence and Data Analytics

*Master’s Plus - Some Master of Science in Data Analytics students may also be required to take RES500 as part of their program if they have an undergraduate GPA below 3.00. In this case, the degree is 39 credits.

Master of Science in Management

The Master of Science in Management program is designed for individuals whose careers and management responsibilities transcend a single functional area requiring a broad range of knowledge, skills, and experience in management. The emphasis of the practical management degree program applies to startup, small, and large businesses within both the private and public sectors. The goal is to prepare students for upper management and executive-level positions by developing key managerial competencies—including systems thinking, critical thinking, economic analysis, decision making, international competencies, and ethical leadership applied across a range of industries. The program offers two tracks, a practitioner track and a research track. Students considering an advanced degree are encouraged to take the research track. The Master of Science in Management is additionally accredited by ACBSP, which accredits quality business programs across the globe.

The Society for Human Resource Management (SHRM) has also acknowledged that the M. S. in Management program, when combined with the Specialization in Human Resource Management or Human Resource Performance, fully aligns with SHRM’s HR Curriculum Guidebook and Template which was developed to define the minimum HR content areas that should be studied by HR students at the undergraduate and graduate levels. Visit http://www.shrm.org/Education/hreducation/Pages/universities.aspx.

Program Learning Outcomes

• Create management decisions that incorporate knowledge of strategic planning, competitive intelligence, ethical standards, and global diversity.

• Demonstrate communication skills to express ideas, research findings, data analysis, and recommendations with organizational stakeholders using a variety of communication tools.

• Develop solutions to business problems applying qualitative and quantitative analytical reasoning

• Synthesize stakeholder relationships to enhance organizational and individual performance, competitive advantage, and operational effectiveness within the global marketplace

• Articulate infrastructure components to create a culture of innovation.

Courses

In master’s programs, students choose a core program and then select a specialization area, consisting of four courses. Specializations allow students to take a sequence of courses in a career-relevant field. These courses will complement the program of study based on professional and personal interests.

The Master of Science in Management program consists of two tracks, a practitioner track and a research track, which are composed of 8 three-credit major courses, listed in the suggested order of completion:

Practitioner Track
(RES500*: Fundamentals of Quantitative Analysis*)
(BUS500**: Foundations of Business)
MG5000: Organizational Behavior
ECN500: Global Economics
PJM500: Project Management
FIN520: Financial Reporting and Analysis
MG535: Strategic Planning and Innovation
MG550: Systems Design
MG576: Qualitative and Quantitative Analyses and Decision-Making (Practitioner Track)
MG579: Capstone - Management (Practitioner Track)

Research Track
(RES500*: Fundamentals of Quantitative Analysis*)
ACADEMIC PROGRAMS

(BUS500**: Foundations of Business)
MGT500: Organizational Behavior
ECN500: Global Economics
PJ5500: Project Management
FIN520: Financial Reporting and Analysis
MGT545: Strategic Planning and Innovation
MGT550: Systems Design
MGT575: Critical Evaluation of Research and Theory (Research Track)
MGT581: Management: Strategy and Execution (Capstone Research Track)

*Master’s Plus - Some M.S. in Management students may be required to take BUS500 and/or RES500 as part of their coursework if they do not have previous experience/an accredited degree in business courses and/or accounting, finance, or business statistics. In this case, these courses do not count toward the degree program.

** Students who do not have a previous degree from an accredited program must complete BUS500 before completing other program requirements. Students must successfully pass BUS500 within three terms. Provisional students required to complete BUS500 are not required to take RES500 or RES501. Provisional students who have completed a prior degree from an accredited business program will complete RES500 or RES501, rather than BUS500.

Dual Degree Program
Students who begin in either the M.S. in Management or the M.S. in Organizational Leadership program in 2013 or later may be eligible to participate in the dual degree program. Upon completion of an additional 18 credit hours (54 credit hours total), students who enter this program may be eligible to receive both the M.S. in Management and the M.S. in Organizational Leadership degree. Students must enroll in the Dual Degree Program prior to conferral of their first degree.

For students initially enrolled in the M.S. in Management program, the following additional courses (three credits each) are required for a dual degree:

Practitioner Track
ORG555: Leading Diverse Teams
ORG525: Decision Theory in a Global Marketplace
ORG536: Contemporary Business Writing & Communication
ORG561: Examination of Modern Leadership
ORG576: Qualitative and Quantitative Research Methods
ORG579: Capstone - Organizational Leadership

Research Track
ORG555: Leading Diverse Teams
ORG525: Decision Theory in a Global Marketplace
ORG536: Contemporary Business Writing & Communication
ORG561: Examination of Modern Leadership
ORG575: Critical Evaluation of Research and Theory
ORG581: Organizational Leadership: Strategy and Execution

Master of Science in Organizational Leadership
The Master of Science in Organizational Leadership prepares students to lead dynamic organizations through complex changes in today’s global society. Students gain the ability to meet organizational needs by developing people and processes, as well as implementing strategic initiatives in order to maintain a competitive advantage. Specific topics include organizational structure, culture, leadership of diverse teams, decision-making, and communication, as each apply to the business needs of today. Students also have the opportunity to synthesize the knowledge they gain along with established theories and research in order to analyze and evaluate a current organizational challenge and to propose solutions for increased effectiveness. The Society for Human Resource Management (SHRM) has acknowledged that this program is aligned with their HR Curriculum Guidebook and Template when combined with a Specialization in Human Resource Management or Human Resource Performance.

Program Learning Outcomes

• Analyze how individuals and groups interact within organizations.

• Develop knowledge of strategies that support stakeholders and enhance organizational capacity.

• Evaluate human behavior within organizations to understand effective leadership, organizational communication, ethical practices, and cogent decision-making principles.

• Demonstrate the ability to create and sustain lifelong learning to promote a cohesive culture within an organization.

• Assess current challenges of organizational leadership in historical and current contexts.

• Analyze and integrate theories of leadership within personal and professional contexts.
• Demonstrate skills for effective strategy development within an organization by completing a capstone project.

Courses
In master’s programs, students choose a core program and then select a specialization area, consisting of four courses. Specializations allow students to take a sequence of courses in a career-relevant field. These courses will complement the program of study based on professional and personal interests.

The Master of Science in Organizational Leadership program consists of two tracks, a practitioner track and a research track, which are composed of 8 three-credit major courses, listed in the suggested order of completion:

**Practitioner Track**
(RES501*: Fundamentals of Research and Writing)  
ORG502: Effective Organizations-Theory and Practice  
ORG530: Business Ethics and Corporate Social Responsibility  
ORG555: Leading Diverse Teams  
ORG561: Examination of Modern Leadership  
ORG525: Decision Theory in a Global Marketplace  
ORG536: Contemporary Business Writing and Communication  
ORG576: Qualitative and Quantitative Research Methods  
ORG579: Capstone - Organizational Leadership  
ORG595**: Organizational Leadership Internship

**Research Track**
(RES501*: Fundamentals of Research and Writing)  
ORG502: Effective Organizations-Theory and Practice  
ORG530: Business Ethics and Corporate Social Responsibility  
ORG555: Leading Diverse Teams  
ORG561: Examination of Modern Leadership  
ORG525: Decision Theory in a Global Marketplace  
ORG536: Contemporary Business Writing and Communication  
ORG575: Critical Evaluation of Research and Theory  
ORG581: Organizational Leadership: Strategy and Execution  
ORG595**: Organizational Leadership Internship

*Master’s Plus - Some M.S. in Organizational Leadership Students may be required to take RES501 as part of their program if they have an undergraduate GPA below 3.00. In this case, the degree program is 39 credits.

** ORG595 is an optional course that provides students with practical management experience. This course may not be available in all states; see the State Specific Authorization Policy Under Admissions Policies.

Executive Express Path
Students can earn a Master of Organizational Leadership through an accelerated six-week cohort option through the Executive Express Path. The CSU-Global Organizational Leadership Executive Express Path provides a six-week path for current, relevant, and applied learning to improve graduate-leaders’ competencies in leadership, organizational knowledge, relationship building, and self-awareness. This is achieved through expert faculty, progressive curriculum, and relevant and practical learning. This program requires the student have, or have reliable access to, a webcam.

Specific Admission Requirements
In addition to the institutional graduate admission standards, students seeking admission to the MSOL Executive Express Path must have 5+ years of leadership experience, provide a statement of intent that includes the student’s goals and outcomes of the program, provide a letter of recommendation, and have a minimum cumulative grade point average of 3.25 in their previous undergraduate coursework. All coursework must also be completed with a grade of ‘C’ or higher.

The Executive Express Path is composed of 10 three-credit major courses, listed in the order of completion:

- ORG502: Effective Organizations – Theory & Practice  
- ORG536: Contemporary Business Writing and Communication  
- ORG515: Dynamics of Power in Organizations  
- ORG530: Business Ethics and Corporate Social Responsibility  
- ORG525: Decision Theory in a Global Marketplace  
- ORG555: Leading Diverse Teams  
- ORG561: Examination of Modern Leadership  
- ORG550: Executive Leadership  
- ORG595: Organizational Leadership Practicum  
- ORG579: Personal Leadership Anthology – Organizational Leadership

Dual Degree Program
Students who begin in either the M.S. in Management or the M.S. in Organizational Leadership program in 2013 or later may be eligible to participate in the dual degree program. Upon completion of an additional 18-credit hours (54 credit hours total), students who enter this program may be
eligible to receive both the M.S. in Management and the M.S. in Organizational Leadership degree. Students must enroll in the Dual Degree Program prior to conferral of their first degree.

For students who initially enrolled in the M.S. in Organizational Leadership program, the following additional courses (three credits each) are required for a dual degree:

**Practitioner Track**
- ACT500*: Managerial Accounting
- ECN500: Global Economics
- FIN500: Principles of Finance
- MGT545: Strategic Planning and Innovation
- MGT576: Qualitative and Quantitative Analyses and Decision-Making
- MGT579: Capstone - Management

* Students with a background in accounting may substitute HRM515.

**Research Track**
- ACT500*: Managerial Accounting
- ECN500: Global Economics
- FIN500: Principles of Finance
- MGT545: Strategic Planning and Innovation
- MGT575: Critical Evaluation of Research and Theory
- MGT581: Management: Strategy and Execution

* Students with a background in accounting may substitute HRM515.

**Master of Science in Teaching and Learning**
The Master of Science in Teaching and Learning program elevates students’ leadership competencies, intellect, and professional knowledge of K-12 educational best and emerging practices. The program is designed to develop educational leaders through its emphasis on instruction, research-based practices, and program development and management in K-12 learning environments and nontraditional settings. Through a curriculum that is both rigorous and relevant and that implements and assesses project-based outcomes, students will gain techniques for the promotion of lifelong learning and academic excellence, as well as learn to analyze and evaluate teaching and learning principles to meet specific educational needs. CSU-Global does not provide educator licensing or endorsement.

**Program Learning Outcomes**
- Identify strategies for developing, administering, evaluating, and managing educational programs.
- Examine various learning theories and design teaching and assessment strategies for specific learning environments.
- Acquire advanced instructional and design principles.
- Explore and facilitate the use of contemporary and emergent technologies relevant to learning environments.
- Apply skills for effective program planning and development within an educational setting.

**Courses**
In master’s programs, students choose a core program and then select a specialization area, consisting of four courses. Specializations allow students to take a sequence of courses in a career-relevant field. These courses will complement the program of study based on professional and personal interests.

The Master of Science in Teaching and Learning program consists of 8 three-credit major courses, listed in the suggested order of completion:

- (RESS01*: Fundamentals of Research and Writing)
- OTL502: Learning Theories and Models of Instruction
- OTL504: Social, Ethical, and Legal Issues in 21st Century Learning
- OTL539: Theory and Practice in Backward Design
- OTL547: Evaluation and Assessment
- OTL545: Technology and Innovation
- OTL565: Cultural Responsiveness in the Differentiated Classroom
- OTL568: Action Research
- OTL579: Capstone** - Research-Based Professional Project

* Master’s Plus - Some M.S. in Teaching and Learning students may be required to take RESS01 as part of their program if they have an undergraduate GPA below 3.00. In this case, the degree is 39 credits.

** Effective as of the 2013-2014 Winter-A term, students have the option of selecting OTL579 or OTL581 as their capstone course. OTL581 is a replacement course for OTL599. Students who started prior to the 2013-2014 Winter-A term may select to complete OTL599 as their capstone degree requirement instead of these options.
Master of Science in Teaching and Learning — Education Leadership Principal Licensure Concentration

The Education Leadership Principal Concentration within the Master of Science in Teaching and Learning is designed to provide students with the educational leadership skills necessary for being a Principal. The program is aligned with the Interstate Leader’s Licensure Consortium’s national standards and the Colorado Principal Licensure Standards. These defined standards provide outcomes that are fundamental for educational leaders to have in today’s complex schools—vision, instructional leadership, management, community collaboration, integrity, and comprehension of educational context in our society. Students will apply these principles and objectives in practical academic settings both in the coursework and through an ongoing internship experience integrated into all the courses of this concentration.

The Master of Science in Teaching and Learning — Principal Licensure Concentration is a 39-credit hour graduate degree program that consists of five core courses (15 credit hours) in the teaching and learning major and eight courses (24 credit hours) in the Principal Concentration focused on educational leadership and administration. Students in this concentration program are not required to complete a graduate-level specialization. This program is also offered as a non-degree Principal Licensure Certificate.

The certifying agent for the completion of the Principal and Assistant Principal program of study is the CSU-Global Campus Registrar. Eligibility for licensure will be indicated on the official transcript.

Due to state authorization this program may not be available in all states, see the State Specific Authorization Policy regarding internships and practica, under Admissions Policies.

Provisions for Admissions

In addition to CSU-Global's graduate degree admissions requirements, students interested in completing the Principal Licensure Concentration must complete additional provisions. The following documents must be submitted through the Student Portal no later than 14 days prior to start of the term in which the student wishes to enroll in EDL500:

• A copy of the student’s current teaching license.

• Vision statement defining their view of “great school leadership.”

• An identity history summary that includes a Declaration of Eligibility form and a complete set of fingerprints taken by a qualified law enforcement agency.

• A resume that provides documented evidence of two or more years of full-time successful experience working as a licensed or certificated professional in a public or non-public elementary or secondary school in the United States, additional professional employment, leadership skills, special skills, publications, exhibitions, awards, and service activities.

• A reference letter completed by a school administrator indicating that the student has the skills and disposition to be an effective school leader.

Program Learning Outcomes

• Facilitate the development, articulation, implementation, and stewardship of a learning vision shared and supported by educational stakeholders.

• Validate, nurture, and sustain a school culture and instructional program conducive to student learning and staff professional growth.

• Manage the organization, operation, and resources of a school to create a safe, efficient, and effective learning environment.

• Collaborate with stakeholders to develop systems and relationships to engage and leverage resources, from within and outside the school, to maximize the school’s ability to successfully implement initiatives that better serve the diverse needs of students.

• Create and utilize processes to empower leadership teams that support change and encourage improvements consistent with policies, laws, and agreements.

Principal Licensure State Requirements

Principal Licensure requirements vary from state-to-state. This program was established and approved based on the State of Colorado standards (http://cde.state.co.us/cdeprof/Licensure_Prin_req.asp). Students are solely responsible for checking what the specific requirements are from their state’s Department of Education.
ACADEMIC PROGRAMS

Courses
The Master of Science in Teaching and Learning with a Principal Licensure Concentration program consists of 13 three-credit core courses, listed in the suggested order of completion. During each principal licensure course students will also be interning 6-8 hours per week, implementing the principal effectiveness standards that they are learning, in the school in which they are currently teaching.

(RES501*: Fundamentals of Research and Writing)
OTL502: Learning Theories and Models of Instruction
OTL547: Evaluation and Assessment
OTL545: Technology and Innovation
OTL565: Cultural Responsiveness in the Differentiated Classroom
EDL500: Strategic Leadership
EDL520: Instructional Leadership
EDL530: School Culture and Equity Leadership
EDL540: Human Resource Leadership
EDL550: Managerial Leadership
EDL560: External Development Leadership
OTL568**: Action Research
EDL510***: School Leadership Internship
OTL579: Research-Based Professional Project OR

* Master’s Plus - Some M.S. in Teaching and Learning students may be required to take RES501 as part of their program if they have an undergraduate GPA below 3.00. In this case, the degree is 39 credits.
** OTL568 and EDL510 may be taken as corequisites.
*** This course may not be available in all states; see the State Specific Authorization Policy under Admissions Policies.

Master of Science in Teaching and Learning — Teacher Licensure Math Concentration
Please note: we are no longer accepting students into this program, as of the 2018-2019 Fall-A trimester. Students currently enrolled in the program are not affected by this change. If you were interested in enrolling in this program, please contact an Enrollment Counselor at 800-920-6723 to discuss alternatives.

The Teacher Licensure Math Concentration within the Master of Science in Teaching and Learning is designed to provide students with the skills necessary for being an effective teacher within the mathematics discipline. The program is aligned with the InTASC Model Core National Teaching Standards, the Performance-Based Standards for Colorado Teachers, the Colorado Educator Effectiveness Teacher Quality Standards, and the Colorado 8.0 Content Standards to provide outcomes that are fundamental in today’s complex schools. Students apply these principles and objectives in practical academic settings through coursework and through an ongoing student teaching experience integrated into all the courses.

The Master of Science in Teaching and Learning — Teacher Licensure Math Concentration is a 36-credit hour graduate degree program that consists of four core courses (12 credit hours) in the teaching and learning major and seven courses (24 credit hours) in the Teacher Licensure Concentration. Students in this concentration program are not required to complete a graduate-level specialization. This program is also offered as a non-degree Teacher Licensure.

The certifying agent for the completion of this Licensure program is the Colorado State University-Global Campus Registrar. Eligibility for licensure will be indicated on the official transcript. Due to state authorization, this program may not be available in all states; see the State Specific Authorization Policy regarding internships and practica, under Admissions Policies.

Provisions for Admissions
Students interested in completing the Teacher Licensure Math program must complete additional provisions. The following documents must be submitted through the Student Portal no later than 14 days prior to start of the term in which the student wishes to enroll in OTL501:

- Official documentation of a passing score of 220 on the Mathematics (04) PLACE test OR a passing score of 160 on the Praxis II Mathematics (#5161) exam. Visit http://www.cde.state.co.us/cdeprof/content-_ -tests for more information.
- A Declaration of Eligibility form.
- Colorado fingerprint requirement met.
- A vision statement defining their view of “effective teachers.”
- A resume that includes all collegiate work, professional employment, teaching skills, teaching or training experience, special skills, publications, exhibitions, awards, and service activities.
- A reference letter indicating that the candidate has the skills and disposition to be an effective teacher.
Program Learning Outcomes

• Demonstrate mastery of and pedagogical expertise in the content they teach.

• Establish a safe, inclusive, and respectful learning environment for a diverse population of students.

• Plan and deliver effective instruction and assessment.

• Reflect on their practice and take responsibility for student academic growth.

• Demonstrate leadership in their schools.

Teacher Licensure State Requirements

Teacher Licensure Math requirements vary from state to state. This program was established and approved based on the State of Colorado standards (http://cde.state.co.us/educatoreffectiveness/teacherqualitystandardsreference-guide). Students are solely responsible for checking what the specific requirements are from their state’s Department of Education.

Courses

The Master of Science in Teaching and Learning with a Teacher Licensure Math Concentration program consists of 12 three-credit courses, listed in the suggested order of completion:

(RESS01*: Fundamentals of Research and Writing)
OTL501**: Educator Effectiveness
OTL 590**: Student Teaching I
OTL502: Learning theories and Models of Instruction
OTL516: Effective Mathematics Instruction
OTL539: Theory and Practice in Backward Design
OTL547: Evaluation and Assessment
OTL565***: Cultural Responsiveness in the Differentiated Classroom
OTL 591***: Student Teaching II
OTL504: Social, Ethical, and Legal Issues in 21st Century Learning
OTL545: Technology and Innovation
OTL568: Action Research
OTL579: Research-Based Professional Project

* Master’s Plus - Some M.S. in Teaching and Learning students may be required to take RES501 as part of their program if they have an undergraduate GPA below 3.00. In this case, the degree is 39 credits.

** OTL501 and OTL590 must be taken as corequisites

*** OTL565 and OTL591 must be taken as corequisites

Master of Science in Teaching and Learning — Teacher Licensure Science Concentration

Please note: we are no longer accepting students into this program, as of the 2018-2019 Fall-A trimester. Students currently enrolled in the program are not affected by this change. If you were interested in enrolling in this program, please contact an Enrollment Counselor at 800-920-6723 to discuss alternatives.

The Teacher Licensure Science Concentration within the Master of Science in Teaching and Learning is designed to provide students with the skills necessary for being an effective teacher within the science discipline. The program is aligned with the InTASC Model Core National Teaching Standards, the Performance-Based Standards for Colorado Teachers, the Colorado Educator Effectiveness Teacher Quality Standards, and the Colorado 8.0 Content Standards to provide outcomes that are fundamental in today’s complex schools. Students apply these principles and objectives in practical academic settings through coursework and through an ongoing student teaching experience integrated into all the courses.

The Master of Science in Teaching and Learning — Teacher Licensure Science Concentration is a 36-credit hour graduate-degree program that consists of four core courses (12 credit hours) in the Teaching and Learning major and seven courses (24 credit hours) in the Teacher Licensure Concentration. Students in this concentration program are not required to complete a graduate-level specialization. This program is also offered as a non-degree Teacher Licensure.

The certifying agent for the completion of this Licensure program is the Colorado State University-Global Campus Registrar. Eligibility for licensure will be indicated on the official transcript.

Due to state authorization this program may not be available in all states; see the State Specific Authorization Policy regarding internships and practica, under Admissions Policies.

Provisions for Admissions

Students interested in completing the Teacher Licensure Science program must complete additional provisions. The following documents must be submitted through the Student Portal no later than 14 days prior to start of the term in which the student wishes to enroll in OTL501:

• Official documentation of a passing score of 220 on the Science (05) PLACE test OR a passing score of 152 on the Praxis II General Science (#0435 or #5435)
exam. Visit http://www.cde.state.co.us/cdeprof/content_tests for more information.

• A Declaration of Eligibility form.

• Colorado fingerprint requirement met.

• A vision statement defining their view of “effective teachers.”

• A resume that includes all collegiate work, professional employment, teaching skills, teaching or training experience, special skills, publications, exhibitions, awards, and service activities.

• A reference letter indicating that the candidate has the skills and disposition to be an effective teacher.

Program Learning Outcomes
• Demonstrate mastery of and pedagogical expertise in the content they teach.

• Establish a safe, inclusive, and respectful learning environment for a diverse population of students.

• Plan and deliver effective instruction and assessment.

• Reflect on their practice and take responsibility for student academic growth.

• Demonstrate leadership in their schools.

Teacher Licensure State Requirements
Teacher Licensure Science requirements vary from state-to-state. This program was established and approved based on the State of Colorado standards (http://cde.state.co.us/educatoreffectiveness/teacherqualitystandardsreferenceguide). Students are solely responsible for checking what the specific requirements are from their state’s Department of Education.

Courses
The Master of Science in Teaching and Learning with a Teacher Licensure Science Concentration program consists of 10 three-credit core courses and 1 six-credit course (OTL):

- OTL518: Effective Science Instruction
- OTL539: Theory and Practice in Backward Design
- OTL547: Evaluation and Assessment
- OTL565***: Cultural Responsiveness in the Differentiated Classroom
- OTL591***: Student Teaching II
- OTL504: Social, Ethical and Legal Issues in 21st Century Learning
- OTL545: Technology and Innovation
- OTL568: Action Research
- OTL579: Research-Based Professional Project

* Master’s Plus - Some M.S. in Teaching and Learning students may be required to take RES501 as part of their program if they have an undergraduate GPA below 3.00. In this case, the degree is 39 credits.
** OTL501 and OTL 590 must be taken as corequisites
*** OTL565 and OTL591 must be taken as corequisites

Master of Criminal Justice
The Master of Criminal Justice provides an advanced understanding of theory and best practices of individuals in management positions of both public and private sector organizations. The curriculum addresses topics including ethics, decision-making, and the impact of crime in society to improve the effectiveness of criminal justice systems. Students can choose a number of specialization areas to complete the degree requirement after taking the core courses, depending on the personal interest and professional need, including Fraud Management -- a fast-growing industry in crime prevention and investigation, especially in the private sector. This program serves as a pathway to career advancement.

Program Learning Outcomes
• Describe crime and control from a range of theoretical and global perspectives.

• Evaluate research design, data collection, and analytical method.

• Discuss the roles, strategies, and impacts of effective leadership and management.

• Evaluate the role of community-based justice in preventing crime.

• Apply professional ethics and its importance in our criminal justice system.
• Describe knowledge of high-tech and occupational crimes in cause, detection, investigation, prosecution, and prevention.

• Evaluate how technology is used as a highly effective contemporary crime-fighting tool.

Courses
The Master of Criminal Justice and Law Enforcement Administration program consists of 8 three-credit major courses, listed in the suggested order of completion:

(CRS501*: Fundamentals of Research and Writing)  
CRJ500: Criminological Theory  
CRJ530: Ethics, Justice, and Social Control  
CRJ540: Criminal Justice Policy Development and Analysis  
CRJ545: Restorative Justice: A Social Movement  
CRJ550: Administration and Management of Criminal Justice Organizations  
CRJ570: Applied Research for Criminal Justice Professionals  
CRJ575: Analytical Methods  
CRJ580: Criminal Justice Capstone Experience  
CRJ595: Criminal Justice Internship**

* Master's Plus - Some Master of Criminal Justice and Law Enforcement Administration students may also be required to take RES501 as part of their program if they have an undergraduate GPA below 3.00. In this case, the degree is 39 credits.

** CRJ is an optional course that students may select if they currently work in a criminal justice setting. Students will be required to pass a criminal background check, including fingerprinting, prior to taking CRJ. This course may not be available in all states; see the State Specific Authorization Policy under Admissions Policies.

Program Learning Outcomes
• Demonstrate solid analytical and financial decision-making skills in a logical and coherent manner in both oral and written communication.

• Adapt to changing global business environments by formulating financial strategies for the global marketplace.

• Demonstrate a solid foundation in ethical standards for financial decision-making and leadership.

• Apply the theory and practice of finance from a managerial perspective.

• Perform financial statements analysis to evaluate the financial health of companies and make informed decisions.

• Determine the risk adjusted valuation of financial assets, such as bonds, stocks, and derivative securities.

• Evaluate investment projects and perform skilled security analysis, risk measurement, and portfolio management.

Courses
The Master of Finance program consists of 8 three-credit core courses, listed in the suggested order of completion:

(RES500*: Fundamentals of Quantitative Analysis)  
(BUS500**: Foundations of Business)  
ORG502: Effective Organizations—Theory and Practice  
FIN500: Principles of Finance  
FIN507: Bank Management  
FIN530: Corporate Finance  
FIN540: Investments  
FIN550: Financial Markets and Institutions  
FIN570: Insurance and Risk Management  
FIN580: Capstone — Finance

* Master's Plus - Some Master of Finance students may also be required to take RES500 as part of their program if they have an undergraduate GPA below 3.00. In this case, the degree is 39 credits.

** Students who do not have a previous degree from an accredited program must complete BUS500 before completing other program requirements. BUS500 may be taken concurrently with the first course in the program. Students must successfully pass BUS500 within three terms. Provisional students required to complete BUS500 are not required to take RES500. Provi-
Academic Programs

Professional students who have completed a prior degree from an accredited business program will complete RES500, rather than BUS500.

Master of Healthcare Administration
Puerto Rico residents (only): This program does not fulfill the state’s requirement needed to work as a Healthcare Administrator in Puerto Rico.

The Master of Healthcare Administration program prepares students for a wide variety of leadership and managerial roles within the healthcare industry. The program incorporates leadership skills, core-competency knowledge, analytical abilities, global perspective, and evidence-based management tools needed to effectively and efficiently lead and manage in healthcare organizations in multiple settings. Students gain an increased understanding and awareness of the U.S. healthcare delivery system, healthcare policy, laws, and issues facing the healthcare industry, with an emphasis on the areas of healthcare quality, population health, human resources, financial management, information technology system and operations management, change and innovation, and strategic planning and other core competencies and practices important to managing within a healthcare environment.

Program Learning Outcomes

- Acquire the knowledge and skills needed to identify and solve healthcare organizational problems using a systematic decision-making approach.

- Demonstrate the skills needed to manage, develop, and motivate organizations to meet changing organizational needs in a healthcare environment.

- Conduct a critical analysis of problems, research, solution alternatives, and the environment in the development and execution of a strategy, as it relates to the healthcare enterprise.

- Develop awareness of the policies, procedures, laws, and ethics, and population health and quality management requirements of the diverse array of healthcare alternatives.

- Apply business administration and management knowledge to the healthcare industry within the domains of management, organizational leadership, analytical reasoning, operations management, human resources, finance, marketing, and strategic planning and implementation.

- Synthesize the value of personal and professional development, community service, & life-long learning.

Courses

The Master of Healthcare Administration program consists of 8 three-credit major courses, listed in the suggested order of completion:

- (RES501*: Fundamentals of Research and Writing)
- HCM500: The U.S. Healthcare System
- HCM502: Organizational Behavior and Human Resources in Healthcare
- HCM515: Health Law and Ethics
- HCM520: Quality and Performance Improvement in Healthcare
- HCM542: Operations Management in Healthcare Organizations
- HCM565: Healthcare Finance
- HCM570: Healthcare Information Systems
- HCM580: Strategic Management in Healthcare
- HCM595**: Healthcare Management Internship

* Master’s Plus - Some Master of Healthcare Administration students may also be required to take RES501 as part of their program if they have an undergraduate GPA below 3.00. In this case, the degree is 39 credits.

** HCM595 is an optional course that will provide students with practical experience in management organizations. This course may not be available in all states; see the State Specific Authorization Policy under Admissions Policies.

Master of Human Resource Management

The Master of Human Resource Management program provides students with the comprehensive theories, programs, and practices associated with human resources. This knowledge is leveraged to create innovative and inspiring strategies that maximize the potential and utilization of an organization’s human assets and employees. Students learn to become strategic partners with senior management as they compete in a global workplace. Specific topics include talent development, human resource leadership in a global environment, and maximizing human capital. This program is aligned with the Society for Human Resource Management’s HR Curriculum Guidebook and Templates. The Master of Human Resource Management is additionally accredited by ACBSP, which accredits quality business programs across the globe.
Program Learning Outcomes

- Develop creative and innovative management strategies that utilize employee resources to maximize organizational effectiveness.

- Manage employee relations and resolve conflicts in the pursuit of creating a collaborative and diverse workforce.

- Critically analyze and create relevant programs to address human resource-related legal, ethical, and corporate social responsibilities that impact an organization.

- Strategically staff and develop organizational talent to maximize employee productivity and performance.

- Utilize human resource metrics and systems, including performance appraisals and compensation, to enable an organization to meet its goals and objectives.

Courses
The Master of Human Resource Management program consists of 8 three-credit core courses, listed in the suggested order of completion:

- (RES501*: Fundamentals of Research and Writing)
- (BUS500**: Foundations of Business)
- ORG502: Effective Organizations-Theory and Practice
- HRM500: Human Resource Management
- HRM515: Legal and Human Resource Dimensions of Business Management
- HRM540: Maximizing Human Capital
- HRM550: Strategic Labor Relations
- HRM560: Staffing and Talent Development
- HRM570: Global Human Resource Leadership
- HRM580: Global Human Resource Leadership
- HRM595***: Human Resource Management Internship

* Master’s Plus - Some Master of Human Resource Management students may also be required to take RES501 as part of their program if they have an undergraduate GPA below 3.00. In this case, the degree is 39 credits.

** Students who do not have a previous degree from an accredited program must complete BUS500 before completing other program requirements. BUS500 may be taken concurrently with the first course in the program. Students must successfully pass BUS500 within three terms. Provisional students who have completed a prior degree from an accredited business program will complete RES501, rather than BUS500.

*** HRM595 is an optional course that will provide students with practical experience in human resource management. This course may not be available in all states, see the State Specific Authorization Policy under Admissions Policies.

Master of Information Technology Management
The Master of Information Technology Management program is designed to prepare students for a wide variety of leadership roles within technology-rich environments. The program focuses on applying global perspectives and essential leadership tools to the strategic planning and efficient implementing of IT operations to meet organizational objectives. Through an increased understanding and awareness of the effective use of technical advancements at the enterprise level, graduates of this program will be prepared for positions as information technology managers or senior leaders in technology-driven industries.

Program Learning Outcomes

- Demonstrate technical knowledge, skills, and abilities.

- Develop effective and efficient technological solutions to issues in a complex enterprise.

- Evaluate the potential ethical and legal ramifications of information technology in a given environment.

- Align organizational & IT objectives for optimal accomplishment of common strategic business goals by utilizing internal staff, vendors, partners, and consultants.

- Recommend and execute technology-based solutions that are aligned with strategic and operational objectives of the organization.

- Communicate IT plans and recommendations to decision-making groups and others.

Courses
The Master of Information Technology Management program consists of 8 three-credit core courses, listed in the suggested order of completion:

- (RES500*: Fundamentals of Quantitative Analysis)
- ISM501: IT Management
- ISM511: Managing Virtualized and Cloud Systems
- ISM521: Managing Enterprise Resource Planning (ERP) Systems
- ISM525: Ethical Considerations in Managing Information Technology
ISM545: Information Technology Auditing and Assurance
ISM550: Information Systems and Security
ISM561: Business Continuity and Disaster Recovery
ISM581: Capstone — Information Technology Management

* Master’s Plus - Some Master of Information Technology Management students may also be required to take RES500 as part of their program if they have an undergraduate GPA below 3.00. In this case, the degree is 39 credits.

Master of International Management
The Master of International Management program prepares students for leadership roles in multinational corporations and non-governmental organizations. Students gain leadership skills and a comprehensive understanding of cultural business issues, international regulations, and the strategic planning necessary to succeed in today's dynamic global marketplace. Students also learn the challenges of expansion, technology use, corporate social responsibility, and effective decision making on an international scale. The Master of International Management is additionally accredited by ACBSP, which accredits quality business programs across the globe.

Program Learning Outcomes
• Develop comprehensive strategic business plans for global expansion.
• Appraise compliance and regulatory requirements for international hiring and managing of foreign and remote employees.
• Evaluate the proper technologies needed to sustain and secure infrastructure, data, and proprietary information.
• Analyze competitive markets and the economic and political factors that affect them.
• Evaluate currency and exchange rate fluctuations.
• Recommend strategies to support principles of corporate sustainability, social responsibility, and ethics within a global environment.

Courses
The Master of International Management program consists of 8 three-credit core courses, listed in the suggested order of completion:

(RES501*: Fundamentals of Research and Writing)
(BUS500*: Foundations of Business)
MGT500: Organizational Behavior
ACT500: Managerial Accounting
MIM500: Business Strategy in the Global Economy
MIM510: International Trade
MIM520: Global Financial Management
MIM530: Technology Management in the Global Economy
MIM560: International Business
MIM580: Capstone - International Management
MIM595**: International Management Internship

* Master’s Plus - Some M.S. in Management students may also be required to take BUS500 and/or RES501 as part of their coursework if they have previous experience/an accredited degree in business courses and/or accounting, finance, or business statistics. In this case, these courses do not count toward the degree program.

** MIM595 is an optional course that provides students with practical internship management experience.

Master of Professional Accounting
The Master of Professional Accounting (MPAcc) degree is designed to meet the educational requirements of students pursuing or preparing to pursue careers in professional accounting and support the educational requirements of the Certified Public Accountants’ as well as other accounting-related professional licenses’ examinations. With emphases on analytical, technical, leadership, teamwork, planning, and communication skills’ improvement, the MPAcc program prepares students for leadership roles in public accounting, corporations, government, non-profit entities, education, and related career fields. This 30-credit hour program includes 24 credits of required coursework and 6 credits of track-specific coursework to help students specialize in an area of accounting that meets their specific needs and career goals.

The Master of Professional Accounting is additionally accredited by ACBSP, which accredits quality business programs across the globe.

Program Specific Admission Requirements
In addition to the institutional graduate admission standards, students seeking admission to the MPAcc program must have an undergraduate degree with a major or concentration in accounting, which includes a minimum of 21 credit hours of upper-division accounting coursework. If this requirement is not met, students can seek admission with the program chair approval as long as they meet one of the following conditions:
• Student has at least 15 hours of upper-division accounting coursework and previous experience in accounting.

• Student has an M.B.A. with 12 hours of accounting coursework and previous experience in accounting.

Students who meet one of the above conditions but do not have prerequisite CSU-Global coursework (including ACT350, ACT360, ACT405, ACT450, ACT460, and ACT470), or its equivalent are provisionally admitted to the program.

To gain full admission to the MPAcc program, provisionally admitted students must complete the above coursework within 12 months of starting and maintain a 3.0 grade point average without receiving a grade lower than a C in any coursework.

The prerequisite coursework is designed to prepare students for the program. Students seeking to become CPAs may need to take additional courses to meet state requirements. Other courses may need to be taken to comply with the prerequisites of some electives.

Program Learning Outcomes
• Develop accounting strategies to solve organizational problems and improve performance.

• Apply qualitative and quantitative analyses in decision-making and problem-solving.

• Evaluate and manage ethical and legal conflicts or issues.

• Adapt accounting methods and practices to meet the needs of employees and leaders within an organization.

• Analyze and apply economic and financial concepts, principles, and theories to problems and opportunities.

• Communicate effectively on business issues and various corporate situations.

• Examine the principles and impact of accounting standards (domestic and international) on accounting transactions.

Courses
The Master of Professional Accounting program consists of 10 (eight core and two elective) three-credit courses, with six credits from a chosen emphasis. Core courses are listed below in the suggested order of completion:

(RESS01*: Fundamentals of Research and Writing)
(BUS500**: Foundations of Business)
ACT506: Advanced Accounting II
ACT510: Forensic Accounting and Fraud Examination
ACT520: International Accounting
ACT560: Accounting Ethics
ACT570: Advanced Cost Accounting
ACT575: Advanced Auditing and Assurance Services
ACT555: Advanced Governmental Accounting and Nonprofit Accounting
ACT580: Capstone - Accounting

In addition to their core courses, all students must also enroll in one of the emphases listed on the following page:

* Master’s Plus - Some Master of Professional Accounting students may also be required to take BUS500 and/or RESS01 as part of their coursework if they have an undergraduate GPA below 3.00, do not earn an accredited degree in business courses and/or accounting, finance, or business statistics. In this case, the degree is 33 credits.

** Students who do not have a previous degree from an accredited program must complete BUS500 before completing other program requirements. BUS500 may be taken concurrently with the first course in the program. Students must successfully pass BUS500 within three terms. Provisional students required to complete BUS500 are not required to take RESS01. Provisional students who have completed a prior degree from an accredited business program will complete RESS01 rather than BUS500.

The Master of Professional Accounting program offers five emphases to support professional accounting licenses and designations’ examinations. The emphases are also designed to meet the changing needs of employers in the accounting profession.

Data Analytics Emphasis
The Data Analytics Emphasis is designed for those who want to acquire advanced analytical skills in addition to having in-depth accounting knowledge. Using various data analytics tools, students learn how to collect and categorize voluminous data as well as how to analyze and prioritize relevant data to make them useful for decision-making.
Data Analytics is a skill that can apply to many facets of accounting including taxation, auditing, consulting, and risk management. Hence, it is important for accountants who work or plan to work in these areas to know how to undertake and analyze data analytics-related activities. Students in the Master of Professional Accounting who select this emphasis will be equipped with such versatile and valuable skills by the end of their coursework. Students declaring Data Analytics Emphasis should have prior coursework and/or experience in statistics and basic programming.

Courses in the Data Analytics Emphasis include:
- MIS510: Data Mining and Visualization
- MIS542: Business Analytics

Fraud Investigations & Forensic Accounting Emphasis
Increased occurrences and awareness of fraudulent activities have resulted in increased demand for fraud investigators and forensic accountants. Forensic accounting extends beyond uncovering and investigating fraud. Forensic accountants utilize their accounting skills to provide investigative, litigation, and valuation support in cases involving financial statement fraud, mergers and acquisitions, bankruptcy and insolvency, and divorce. Consequently, forensic accountants can work in public accounting, consulting, and forensic accounting service firms. Forensic accountants can also provide expert services to lawyers, law enforcement agencies, insurance companies, governmental entities, non-profit organizations, and financial institutions.

Courses in the Fraud Investigations & Forensic Emphasis include:
- ACT557: Advanced Fraud Investigations and Forensic Accounting
- ACT558: Fraud and Forensic Accounting Data Analysis

Taxation Emphasis
The taxation emphasis builds on students’ previous conceptual understanding of taxation, awareness of tax professionals’ responsibilities, technical competence as tax professionals, and understanding of tax laws and policies. Students will also learn tax research tools and policies.

Courses in the Taxation Emphasis include:
- ACT550: Advanced Income Taxation
- ACT551: Advanced Tax Policy and Research

Professional Accounting Emphasis
This emphasis is designed for students who want to take diverse courses for career growth or for meeting the education requirements of the CPA and other accounting professional licenses examinations. In addition to the eight required core courses, students can select two courses from the following list.

Courses in the Professional Accounting Emphasis include:
- ACT550: Advanced Income Taxation
- ACT557: Advanced Fraud Investigation & Forensic Accounting
- ACT558: Fraud & Forensic Accounting Data Analysis
- ACT595***: Accounting – Internship
- FIN520: Financial Reporting and Analysis
- FIN530: Corporate Finance
- MGT510: Strategy Planning
Master of Project Management

The Master of Project Management degree integrates the study of core business disciplines and project management with the advanced leadership and decision-making skills needed to excel in high-performing, global organizations. Students will gain the business and management skills to evaluate, synthesize, analyze, and apply the concepts when leading unique projects on a multi-national scale. Project management best practices are acknowledged and applied throughout the program including planning and execution, managing contracts and asset procurement, and leading complex projects and teams. Advanced topics include decision sciences, risk management, project control and monitoring, and financial metrics.

Program Learning Outcomes

- Critically analyze the environment in executing projects within a global marketplace.
- Apply advanced project management and organizational principles and skills to successfully implement projects.
- Determine the primary professional traits and factors associated with successful project managers and leaders.
- Execute effective planning and control strategies and best practices for time, cost, scope, quality, and risk management to ensure project success.
- Apply techniques for quantifying and managing the impact of change on a project.
- Evaluate testing, reliability, validity, and product quality data to ensure project success.
- Apply ethical principles and models to global business policies, practices, and trends via case studies and scenarios.

Courses

The Master of Project Management program consists of 8 three-credit core courses, listed in the suggested order of completion:

- RES501*: Fundamentals of Research and Writing
- ORG502: Effective Organizations—Theory and Practice
- OPS510: Operations Management
- PJM500: Project Management
- PJM525: Business Analysis
- PJM530: Contracts, Procurement, and Risk Management
- PJM535: Project Metrics, Monitoring, and Control
- PJM560: Project Management Office (PMO)
- PJM580: Capstone — Project Management
- PJM595**: Project Management Internship

* Master’s Plus - Some Master of Project Management students may also be required to take RES501 as part of their program if they have an undergraduate GPA below 3.00. In this case, the degree is 39 credits.

** The PJM595 Project Management Internship provides students with practical experience in project management. This course may not be available in all states; see the State Specific Authorization Policy under Admissions Policies.

Graduate Specializations

Students must complete a specialization that consists of four graduate courses (12 semester hours of credit) as a supplement to their program major. Specializations allow students to select a series of courses in a career-relevant area based on professional/personal interests.

Not all specializations are available for all degree programs. See the Master’s Degree Specialization Chart for more information. Students should consult the requirements for their specific degree program prior to starting specialization coursework. Students should complete most major courses for their program (except the capstone prep and capstone project) before taking specialization courses.

Once a student has completed all the courses within a specialization, they can request a non-transcribable Certificate of Completion to be mailed to them prior to the completion of their degree. Students should contact their advisor for more information.

Accounting

This specialization provides students with advanced accounting knowledge in the content areas which include theory and practice, forensic accounting, income taxation and ethics. Students interested in the specialization should have a firm knowledge of accounting including application of Generally Accepted Accounting Principles (GAAP).
Program Learning Outcomes

• Acquire advanced accounting knowledge for candidates seeking to sit for the Uniform CPA Examination.

• Demonstrate advanced accounting skills to be used in real-world, practical situations.

• Explain relevant topics in accounting related to current global issues.

• Apply critical-thinking skills to solve complex accounting and tax problems.

• Develop advanced accounting knowledge and skills necessary to become an immediate productive member of an organization.

This specialization is available for students in all graduate programs except the following: M.S. in Teaching and Learning and Master of Professional Accounting. Accounting specialization courses in order of completion:

ACT506: Advanced Accounting II
ACT510: Forensic Accounting and Fraud Examination
ACT550: Advanced Income Taxation
ACT560: Accounting Ethics

Applied Business Management

This specialization facilitates students’ acquisition of skills needed for effective managerial acumen, including knowledge of human resource topics, concepts related to strategic planning, communication strategies and knowledge of financial principles. This specialization is available to all graduate degree options.

Program Learning Outcomes

• Evaluate human resource policies and regulatory influences on business decisions.

• Appraise theories and decision processes to support organizational success.

• Synthesize internal and external factors of strategic management to optimize organizational positioning and competitiveness in today’s dynamic marketplace.

• Analyze the elements, principles, barriers, and levels of strategies surrounding effective managerial communication

This specialization is available to all graduate students.

Applied Business Management specialization courses in order of completion:

HRM515*: Legal and Human Resource Dimensions of Business Management
FIN500: Principles of Finance
MGT510: Strategy Planning
MGT535: Managerial Communication in the Global Marketplace

Business Intelligence

This Business Intelligence specialization prepares students to be organizational leaders by using business intelligence and business analytics. Students learn to convert data into information that organizations can use to meet strategic objectives. Students demonstrate the tools and techniques used for collecting, analyzing, transforming, and visualizing data into functional business knowledge for informed decision-making in an enterprise organization. Students focus on providing knowledge that allows enterprises to improve performance and remain competitive.

Students interested in this specialization should have experience or recent coursework in programming, statistics, and databases.

Program Learning Outcomes

• Demonstrate a functional knowledge of business intelligence in enterprise organizations.

• Apply analytic results to operational function improvement.

• Utilize business intelligence tools and techniques including visualization to inform organizational leadership.

• Provide data-driven results for informed business decisions and improved performance.

• Demonstrate the ability to use tools to mine data from large data sets.

This specialization is available to students in all graduate programs except the M.S. in Teaching and Learning and the M.S. in Data Analytics programs. Business Intelligence specialization courses in order of completion:

MIS540: Introduction to Business Intelligence
MIS510: Data Mining and Visualization
MIS542: Business Analytics
MIS543: Enterprise Performance Management

Contemporary Practices in K-12 Online Learning
This specialization offers professional educators an opportunity to learn focused skills in K-12 online teaching. As schools expand their online offerings, and as students expect more technological engagement, educators need to be comfortable and adept with best practices in online education including teaching, assessment, community building, and instructional design. The needs of today's global educators are addressed through these three core courses and a hands-on practicum. CSU-Global does not provide educator licensing or endorsement.

Program Learning Outcomes
- Articulate the history of online education, its impact on K-12 education, and the future of K-12 online education based on current trends.
- Recognize and integrate best practices in K-12 online teaching, including content development, assessment, and classroom management.
- Create dynamic school communities in the online setting and improve communication with students, student families, and colleagues.
- Integrate digital literacy and digital citizenship as it applies to both their courses and their students.
- Design methods to differentiate and personalize learning in the online classroom.

This specialization is only available to students in the M.S. in Teaching and Learning program. Contemporary Practices in K-12 Online Learning specialization courses in order of completion:

OTL538: 21st Century Teaching and Learning
OTL546: Building Online Learning Communities
OTL562: Assessment, Differentiation, and Design
OTL578: Seminar - K-12 Online Teaching

Criminal Justice Leadership
This specialization is designed to provide professionals in criminal justice organizations with fundamental knowledge and insight. The coursework is focused on the key factors needed for effective industry leadership and decision-making: ethics, policy development, management, and criminology theory.

Program Learning Outcomes
- Discuss ethical issues facing criminal justice organizations and personnel.
- Analyze the influences of leadership and management on criminal justice organizational culture.
- Analyze the policy and political implications of criminal justice administration and leadership.
- Assess criminological theories and understand the relationship between theory and practice.

This specialization is available to all graduate programs except the M.S. in Teaching and Learning and the Master of Criminal Justice and Law Enforcement Administration programs. Criminal Justice Leadership specialization courses in order of completion:

CRJ500: Criminological Theory
CRJ530: Ethics, Justice and Social Control
CRJ540: Criminal Justice Policy Development and Analysis
CRJ550: Administration and Management of Criminal Justice Organizations

Cyber Security
The Cyber Security specialization provides advanced knowledge for the practical application of securing data and protecting digital assets. IT professionals will learn to mitigate malicious cyber activities through the implementation of security solutions within local and enterprise infrastructures by focusing on topics such as security management, risk and vulnerability controls, data encryption, and cybercrime prevention.

Program Learning Outcomes
- Analyze network infrastructure vulnerabilities.
- Determine recommendations to mitigate possible attacks of network resources.
- Evaluate enterprise network systems in order to streamline secure operations.
- Compose an alternative operations strategy in the event of computer-related attacks.
- Demonstrate knowledge of secure transmission and encryption methodologies for secure enterprise networking.
• Implement security strategies that defend organizations from cybercrime.

This specialization is only available to students in the Master of Information Technology Management program. Cyber Security specialization courses are listed in order of completion:

ISM527: Cyber Security Management
ISM529: Emerging Cyber Security Technology, Threats, and Defense
ISM530: Enterprise Cyber Security
ISM531: Cyber Security Defense and Countermeasures

Digital Instructional Architecture
This Digital Instructional Architecture specialization focuses on instructional design and program development in the technology-driven, online-learning environment. Students with a formal background in education, training, and/or adult learning will gain an advanced understanding of designing and building effective, state-of-the-art, online and digital curriculum and learning assets. Students will actively analyze, design, develop, and evaluate tools, programs, and systems to create and assess powerful and engaging learning experiences for learners in businesses, academic institutions, and other organizations. This certificate includes a combination of didactic, practical, and hands-on learning. Through online courses and internship experiences, students will collaborate with instructors, colleagues, and instructional architecture professionals.

Program Learning Outcomes:
• Apply instructional design models in the creation of engaging online learning environments.
• Apply learning theories to support engaging teaching and learning online.
• Integrate digital content into course architecture.
• Manage instructional architecture projects.
• Assess the effectiveness of design and project management using course and learner data.
• Create courses inclusive of all learners in an online environment.

This specialization is available to all students with an undergraduate degree or graduate degree in education, adult learning, training, or other related fields. Students are required to have an internship placement for program entry. Digital Instructional Architecture specialization courses are listed in the required order of their completion:

ISD500: Advanced Theory of Instructional Design and Architecture
ISD501: Design and Project Management for Instructional Architects
ISD502: Learning Technologies and Innovation
ISD503: Course Development and Project Evaluation

English K-12 Educators
The following 18-credit hour sequence of proposed graduate level English coursework is designed to provide existing K-12 English teachers with the graduate-level credit in composition, rhetoric, critical analysis & literature necessary to be qualified to teach dual enrollment courses. These graduate-level courses will be designed with the assumption that interested students have already completed a 32+ credit hour sequence of undergraduate courses. For those teachers requiring a master’s degree, 12 credits of the English sequence can be applied toward the MS in Teaching & Learning degree at CSU-Global.

Program Learning Outcomes
• Develop a comprehensive thesis and literature review that incorporates research and argues an informed position concerning an academic issue within the current literature of English language & literature studies.
• Critically evaluate personal bias within the current literature of English language and literature studies.
• Critically evaluate the work of seminal and key critics within the current literature of English language and literature studies.
• Critically evaluate the impact of race, class, and gender within the current literature of English language and literature studies.
• Develop a graduate-level academic writing process that incorporates research, pre-writing strategies, annotated bibliographies, annotated outlines, peer reviewing, working with Smarthinking and the Writing Center, revision and proofreading strategies, and MLA formatting.

This specialization is available to students in all graduate programs. English K-12 Educators specialization courses in order of completion:
ENG501: Studies in Composition and Pedagogy
ENG510: Literary Criticism and Theory
ENG515: History and Theory of Rhetoric
ENG520: Advanced Studies in World Literature
ENG525: British Romantic Literature
ENG532: American Literature WWI to Present

**English Language Learning**
This specialization is designed to prepare Pre-K-12 classroom teachers to work with linguistically diverse learners with an emphasis on ELL methodology, linguistics, literacy, assessment, and compliance. **CSU-Global does not provide educator licensing or endorsement.**

**Program Learning Outcomes**
- Integrate fundamental knowledge in Phonetics, Phonemics, Morphology, Syntax, and linguistics as they are applied to English Language Learners.
- Understand and integrate key theories of language acquisition to linguistically diverse educational settings.
- Gain an understanding of the federal and state laws and court decisions that have determined the schools’ obligation toward the education of English Language Learners.
- Develop and evaluate instructional plans that are aligned with state and national standards for English Language Learners.
- Develop the ability to assess ELL students using English Language Proficiency Assessments and classroom-based assessment methods

This specialization is only available for students in the M.S. in Teaching and Learning program. English Language Learning specialization courses in the order of completion:

- ELL500: English Language Learners
- ELL505: Language Acquisition and Linguistics
- ELL520: Literacy and the English Language Learner
- ELL530: Assessment and Administration of ELL Programs

**Finance**
This specialization is designed to develop leadership, international perspectives, and operational skills in finance by focusing on career development that incorporates state-of-the-art nontraditional and emerging electronic formats.

**Program Learning Outcomes**
- Produce organization and community leaders with solid analytical and financial decision-making skills.
- Ensure that students demonstrate the ability to adapt to changing global business environments.
- Develop superior oral and written communication skills essential in the business environment.
- Provide a solid foundation in ethical standards for financial decision-makers and leaders in finance.

This specialization is available for students in all graduate programs except the M.S. in Teaching and Learning program. Finance specialization courses in order of completion:

- FIN510: Financial Economics
- FIN520: Financial Reporting and Analysis
- FIN560: Derivatives and Asset Pricing
- FIN575: International Financial Management

**Fraud Management**
This specialization is designed to meet the educational needs of those with responsibility for fraud investigation and prevention. The courses prepare individuals with theory, law, and analytical techniques to protect the financial interest of government agencies, companies and individuals.

**Program Learning Outcomes**
- Analyze the many different types of fraud.
- Discuss the global impact of fraud.
- Describe the legal framework and issues for fraud management and investigation.
- Apply computer-aided fraud data analysis.
- Determine various investigative tactics and techniques for conducting fraud investigations.
- Apply tools and methods of fraud investigation.

This specialization is available for students in all graduate programs except the M.S. in Teaching and Learning program. Fraud Management specialization courses in order of completion:

- CRJ555: Fraud Examination and Prevention
ACADEMIC PROGRAMS

CRJ556: Criminal Justice and Legal Concepts of Fraud  
CRJ557: Fraud Investigation  
CRJ558: Fraud Data Analysis

Global Management  
This specialization facilitates students’ awareness of topics present in managing with knowledge of diverse human resource and communication concerns, knowledge of technology infrastructures, including risks and benefits related to technology, and the importance of supporting infrastructures, framed within the diverse field of managerial decision responsibilities focused on a dynamic and future perspective.

Program Learning Outcomes  
• Apply the principles and theories of human resources to assess HR needs from a global perspective.
• Leverage the value of technology to support organizational success.
• Evaluate decision frameworks that incorporate aspects of diversity
• Demonstrate an understanding of the multiple levels and forms of communication within an organizational environment.

This specialization is available to students in all graduate programs. Global management specialization courses are in order of completion:

HRM515: Legal and HR Dimensions in Business Management  
MIM530: Technology Management in the Global Economy  
ORG525: Decision Theory in a Global Marketplace  
MGT535: Managerial Communication in the Global Marketplace  
*Students whose core program requires FIN500 will take FIN520 instead.

Healthcare Administration  
This specialization provides a working understanding of the healthcare industry from critical analysis and leadership perspectives. The coursework is focused on key tools and knowledge needed for effective leadership of healthcare-related organizations.

Program Learning Outcomes  
• Develop an awareness of the policies, procedures, laws, and ethics found in the healthcare industry.
• Synthesize past and current models of healthcare for application in healthcare settings for optimum efficiency and productivity.
• Acquire the knowledge and skills needed to identify and solve healthcare industry-related problems using systematic decision-making.
• Critically analyze the problems, solution alternatives, and the environment to develop and execute strategies within the healthcare industry.

This specialization is available to students in all graduate programs except the M.S. in Teaching and Learning and the Master of Healthcare Administration programs. Healthcare Administration specialization courses in order of completion:

HCM500: The U.S. Healthcare System  
HCM520: Quality and Performance Improvement in Healthcare  
HCM542: Operations Management in Healthcare Organizations  
HCM565: Healthcare Finance or HCM570: Healthcare Information Systems

Human Resource Management  
This knowledge-based program provides the theory and application information necessary to integrate the human resource role with the strategic goals of an organization to effectively manage people in today’s global and dynamic marketplace. The program emphasizes developing the skills to strategically manage, train, and develop human resources for enhanced organizational performance.

Program Learning Outcomes  
• Identify the strategic role of the human resource function in facilitating the accomplishment of an organizational mission, goals, and objectives through the creation of aligned organizational systems and practices.
• Understand the principles and values associated with creating high performance and high trust work systems within a rapidly changing global environment.
• Develop skills required to measure organizational performance and to create human resource systems essential for monitoring, improving, and rewarding performance consistent with an organizational culture.
This specialization is available to students in all graduate programs except Human Resource Management. Human Resource Management specialization courses in order of completion:

- HRM500: Human Resource Management
- HRM515: Legal and Human Resource Dimensions of Business Management
- HRM540: Maximizing Human Capital
- HRM560: Staffing and Talent Development

**Human Resource Performance**

Organizations, whether private or public, face increasing need to improve their effectiveness. Successful organizations will be those that anticipate change and develop strategies in advance. Designed to assist organizational leaders meet current and future needs, this specialization covers key elements that contribute to high performance and organizational effectiveness within the framework of an organized labor employee base.

This specialization has been created to address the specific needs of law enforcement group members. The coursework provides skills and insights into managing organized labor employees in dynamic environments.

**Program Learning Outcomes**

- Comprehend the need and processes for enhancing organizational performance and human capital.
- Evaluate and develop criteria for performance excellence in dynamic environments.
- Synthesize the role of leadership and strategic planning in performance management.
- Analyze and develop processes for effective labor management and collective bargaining.

This specialization is available to students in all graduate programs except Human Resource Management. Human Resource Performance specialization courses in order of completion:

- HRM500: Human Resource Management
- ORG521: Managing Dynamic Environments

**Information Technology**

The graduate specialization in Information Technology provides managers with the advanced knowledge of Information Technology in industries that depend on the effective use and management of Information Technology. The curriculum in the IT specialization places more emphasis on the management and effective utilization of information management ensuring organizations gain or maintain a competitive advantage using IT. The Information Systems Technology Specialization is designed for students that have a desire to pursue or elevate their career as an IT Manager, Director, or Senior Executive in Information Technology Management.

**Program Learning Outcomes**

- The ability to align business and IT objectives for a common strategic direction that promotes operational efficiency/technological dominance.
- Evaluation of cutting edge technology as well as the current industry standard with an analysis of the impacts on the organization.
- Serve as the lead for flexible, sustainable, and efficient enterprise-wide IT infrastructure solutions that add value to the organization.
- Communicate IT plans and recommendations to C-Level executives on technological solutions that foster competitive advantages in the workplace.

This specialization is available to students in all graduate programs except the Master in Information Technology Management program. Information Technology specialization courses in order of completion:

- ISM501: IT Management
- ISM511: Managing Virtualized and Cloud Systems
- ISM521: Managing Enterprise Resources Planning (ERP) Systems
- ISM561: Business Continuity and Disaster Recovery

**International Management**

The graduate specialization in International Management supports students for international management career opportunities within multinational industries and organizations. Today’s dynamic global marketplace requires well-prepared graduates with strong managerial skills and...
understanding of culture business issues that contribute to the international business community. Upon completion of the program, CSU-Global graduates will be prepared to confront challenges and seek strategic opportunities within the structure of global commerce.

Program Learning Outcomes
• Develop comprehensive strategic business plans for global expansion.
• Appraise compliance and regulatory requirements for international hiring and managing of foreign and remote employees.
• Evaluate the proper technologies needed to sustain and secure infrastructure, data, and proprietary information.
• Analyze competitive markets and the economic and political factors that affect them.
• Evaluate currency and exchange rate fluctuations, and determine how they affect investments and financial planning.
• Recommend strategies to support principles of corporate sustainability, social responsibility, and ethics within a global environment.

This specialization is available to students in all graduate programs except the Master of International Management program. International Management specialization courses in order of completion:

MIM500: Business Strategy in the Global Economy
MIM510: International Trade
MIM520: Global Financial Management
MIM560: International Business

K-12 Educational Technology and Instructional Design
The K-12 Instructional Design and Education Technology (K-12 ID & Ed Tech) specialization is ideal for educators or instructional designers who want to expand their expertise in the design and development of K-12 online educational environments. Instructional designers, K-12 educators, K-12 technology specialists, K-12 curriculum developers, and K-12 library and media specialists will benefit from the principles of solid online course development and design in a variety of K-12 online educational environments. Unlike other programs that are geared toward corporate instructional design principles and adult-learners, the coursework in this specialization focuses on the K-12 online learning environments but also leads others in designing and expanding their school’s K-12 online offerings. CSU-Global does not provide educator licensing or endorsement.

Program Learning Outcomes
• Synthesize principles specific to K-12 online instructional design and assessment.
• Utilize a variety of authoring tools to create engaging curriculum.
• Design professional learning opportunities for educators relevant for the 21st century K-12 student around a variety of delivery models.

This specialization is only available for students in the M.S. in Teaching and Learning program. K-12 Educational Technology and Instructional Design specialization courses in order of completion:

OTL530: Models of E-Learning & Instructional Design
OTL532: Principles of 21st Century Learning & Design
OTL534: ID Authoring Technologies and Internet Apps for Education
OTL548: Education Technology Integration & Training

Math K-12 Educators
The following 18-credit hour sequence of proposed graduate level Mathematics coursework is designed to provide existing K-12 math teachers with the graduate level credit in mathematics necessary to be qualified to teach dual enrollment courses. These graduate-level courses will be designed with the assumption that interested students have already completed a 32+-credit hour sequence of undergraduate Mathematics courses. For those teachers requiring a master’s degree, 12 credits of the math sequence can be applied toward the MS in Teaching & Learning degree at CSU-Global.

Program Learning Outcomes
• Critically evaluate the current research focused on advanced mathematical & statistical studies.
• Appraise and critique current pedagogy utilized in mathematics instruction for secondary and undergraduate mathematics education.

• Examine high-level proofs and solutions to mathematics problems and design lesson plan modules to relay that information to students in secondary and undergraduate mathematics education.

• Assemble a teaching portfolio of advanced mathematics lesson plans that use the current, best pedagogy.

This specialization is available to students in all graduate programs. Math K-12 Educators specialization courses in order of completion:

MTH525: Discrete Mathematics
MTH530: Foundation and Applications of Analysis I
MTH531: Foundation and Applications of Analysis II
MTH540: Higher Geometry
MTH545: Mathematical Modeling
MTH556: Advanced Probability and Statistics

Online Learning Innovation and Design
The Online Learning Innovation and Design specialization develops leaders in the field of online education. Students will gain specific knowledge and skills in creating and applying instructional design theory and integrating new learning technologies geared to create a powerful and engaging learning experience. Areas of study include the practical application of innovative and original instructional delivery, virtual learning environments, and evaluation of learning outcome achievement. CSU-Global does not provide educator licensing or endorsement.

Program Learning Outcomes
• Analyze online delivery methods and develop virtual learning environments.

• Recognize learning contexts and design appropriate learning solutions to achieve desired goal.

• Prepare, execute, and evaluate instructional design strategies that address diverse work settings.

• Create optimal learning experiences by identifying critical environmental considerations, diverse learning needs, and organizational goals.

• Apply theory, practices, and new learning technologies to the creation of innovative learning solutions

This specialization is available to students in all graduate programs. Online Learning — Innovation and Design specialization courses in order of completion:

OTL531: Models of Instructional Delivery
OTL540: Instructional Theory and Design Principles
OTL541: Assessment and Evaluation in Learning and Performance
OTL542: Learning Technologies

Organizational Learning and Performance
The Organizational Learning and Performance specialization prepares students to effectively create and drive training and development programs that are critical for the success of today’s global workplaces. Students will learn to apply essential learning strategies and instructional design techniques in order to increase performance and accomplish organizational goals. Key topics include performance and delivery systems, assessment and evaluation, the use of learning technologies, and strategic planning and leadership. This Specialization has been aligned to the Certified Professional in Learning & Performance (CPLP) certification offered by ASTD (the American Society for Training & Development). CSU-Global does not provide educator licensing or endorsement.

Program Learning Outcomes
• Prepare strategies for developing, managing, & leading learning programs.

• Identify key concepts, principles, and trends influencing workplace learning.

• Analyze and apply assessment and evaluation techniques to qualitative and quantitative measure the results of various learning programs.

• Utilize diverse learning technologies to achieve desired learning goals.

• Create learning solutions the address changing demographics in employee and customer bases.

This specialization is available to students in all graduate programs. Organizational Learning and Performance specialization courses in order of completion:

OTL520: The Adult and Nontraditional Learner
OTL541: Assessment and Evaluation in Learning and Performance
OTL542: Learning Technologies
OTL544: Leading the Learning Strategy

Organizational Leadership and Change Management
This program is designed to equip and empower mid-to senior level managers for future corporate growth in the fast-paced and technologically driven reality of today’s marketplace. The program is ideal for established, mature managers who need new skills and a facilitated learning environment to acquire the knowledge and insights necessary to compete in a global economy over the next decade. The program enhances a manager’s ability to learn and adapt to new ideas and new perspectives, while providing them with the critical thinking and evaluative skills vital to market innovation and adaptation.

Program Learning Outcomes
- Demonstrate the application of leadership theories within an organizational system.
- Synthesize the application of management theory through leadership and the human application within organizations.
- Analyze and integrate innovation and identify where change and innovation create opportunity.
- Examine the human issues of managing and leading in a global society.

This specialization is available to students in all graduate programs. Organizational Leadership and Change Management specialization courses in order of completion:

- ORG525: Decision Theory in a Global Marketplace
- ORG521: Managing Dynamic Environments
- ORG515: Dynamics of Power in Organizations
- ORG561: Examination of Modern Leadership

Population Health
The specialization provides a comprehensive foundation in the essentials of population health — new care-delivery structures, socioeconomic determinants of disease, data analytics, and identifying Community Health Needs. This program will enable students to enhance their skills in population health, to lead and manage complex population healthcare programs and services.

Program Learning Outcomes
- Analyze the structure of the U.S. healthcare system and its impact on population health outcomes.
- Assess new priorities and requirements in prevention, evidence-based practice, comparative effectiveness, public health, and health policy established by the population health framework.
- Evaluate how health information systems support and inform data analytics, decision-making, and work flow within and across healthcare settings.
- Discuss how population health programs and initiatives are advanced by identifying community health needs and managing costs and to improve access, quality, and safety.

This specialization is available to students in all graduate programs. Population Health specialization courses in order of completion:

- HCM505: Principles of Population Health
- HCM532: Healthcare Change Management, Innovation, and Entrepreneurship
- HCM555: Health Informatics & Population Health Analytics
- HCM575: Population Health Program Assessment, Implementation, and Evaluation

Project Management
The Project Management specialization provides students with the business and management skills to evaluate, synthesize, analyze, and apply the concepts required when leading unique projects within the context of large, global organizations. Project management best practices are acknowledged and applied throughout the program including the planning and execution of projects, the management of contracts and asset procurement, and the skills needed to lead complex projects and manage teams in a dynamic environment. Advanced topics include decision sciences, risk management, project control and monitoring, and financial metrics. This specialization includes topic areas, practical skills, and knowledge aligned to professional certifications associated with the Project Management Institute (PMI) including the Certified Associate in Project Management (CAPM)® and the Project Management Professional (PMP)®.

Program Learning Outcomes
- Employ the knowledge and skills needed to solve organizational problems using a systematic decision-making approach.
• Apply advanced project management and organizational principles and skills to successfully implement projects.

• Execute effective project planning and control strategies and best practices for time, cost, scope, quality and risk management, to ensure project success.

• Critically analyze the environment in executing projects within a global marketplace.

This specialization is available to students in all graduate programs except the Master of Project Management program. Project Management specialization courses in order of completion:

PJM500: Project Management
PJM530: Contracts, Procurement, and Risk Management
PJM535: Project Metrics, Monitoring, and Control
PJM560: Project Management Office (PMO)

Strategic Digital Information in Marketing

The Strategic Digital Information in Marketing specialization provides students with the foundation and framework for a leadership role in marketing. The focus will be on the development of leadership skills in the marketing discipline and brings them up to date with current digital, internet, mobile, and e-commerce strategies that integrate with traditional marketing practices to remain relevant in today’s rapidly changing markets (domestic and global).

Program Learning Outcomes

• Construct traditional and digital marketing strategies that align with the marketing mix to establish and/or maintain global and industry competitive advantage.

• Describe effective brand and product management leadership strategies.

• Contrast digital and traditional market research.

• Create strategic recommendations through digital analytics and traditional marketing.

This specialization is available to students in all graduate programs Strategic Digital Information in Marketing specialization courses are listed in order of completion:

MKG500: Marketing Management
MKG510: Strategic Analysis of IMC & Digital Marketing
MKG520: Management of Market Research & Digital Analytics
MKG580: Capstone – Strategic Product & Brand Management

Strategic Innovation and Change Management

This specialization provides students with knowledge of the innovation process and implementation of innovation-supporting techniques that support agility and change within organizations. Specific topics include managing and leading dynamic organizations, theories of motivation and change, communication systems and processes that support agility and success, product development, and management topics related to talent development of employees.

Program Learning Outcomes

• Apply methods and processes to support employee selection and development.

• Analyze and integrate innovation, and identify where change and innovation create opportunity.

• Synthesize the application of management theories to support healthy organizations.

• Explore the components and integration of effective methods for communication that support both domestic and global organizations.

This specialization is available to students in all graduate programs. Strategic Innovation and Change Management specialization courses in order of completion:

MGT571: Strategic Product Innovation
ORG515: Dynamics of Power in Organizations
HRM560: Staffing and Talent Development
MGT535: Managerial Communication in the Marketplace

Teacher Leadership

Gain the skills needed to lead in the classroom, institution, and within larger contexts through policy-making. Employ existing knowledge in teaching and learning to advance the concept of teachers as change agents to share experience and insights with policy makers, educators, and other stakeholders with an emphasis on Pre-K-12. CSU-Global does not provide educator licensing or endorsement.
Program Learning Outcomes

- Facilitate the role of educators in promoting change to improve teaching and learning.
- Develop the skills needed to effectively lead in enhancing educational systems and institutions.
- Combine the strategies and theories for collaboration and teamwork to advocate change.
- Integrate key components of learning and knowledge transfer.

This specialization is only available for students in the M.S. in Teaching and Learning program. Teacher Leadership specialization courses in order of completion:

- OTL505: Educational Systems and Change
- OTL510: Teacher Leadership
- OTL515: Teacher as Instructional Change Agent
- OTL560: Facilitating Learning and Transfer
## GRADUATE SPECIALIZATIONS

**CUSTOMIZE YOUR DEGREE WITH A SPECIALIZATION**

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Once a student has completed all the courses within a specialization, they can request a non-transcribable Certificate of Completion to be mailed to them prior to the completion of their degree. Students should contact their advisor for more information.
Licensure Programs
The certifying agent for the completion of these Licensure programs is the Colorado State University-Global Campus Registrar. Eligibility for licensure is indicated on the official transcript upon completion.

Education Leadership Principal Licensure
The Education Leadership Principal Licensure is designed to provide students with the academic leadership skills necessary for being a Principal. The program is aligned with the Interstate Leader’s Licensure Consortium’s national standards and the Colorado Principal Licensure Standards. These defined standards provide outcomes that are fundamental for educational leaders to have in today’s complex schools: vision, instructional leadership, management, community collaboration, integrity, and comprehension of educational context in our society. Students will apply these principles and objectives in practical academic settings both in the coursework and through an ongoing internship experience integrated into all the courses of this concentration.

This state-approved, online principal licensure program consists of eight courses for a total of 24 credit hours. This program is also offered as a concentration within the Master of Science in Teaching and Learning.

Due to state authorization this program may not be available in all states; see the State Specific Authorization Policy regarding internships and practica, under Admissions Policies. Any possible graduate-level transfer credit requires Program Chair approval to be applied for course credit.

Provisions for Admissions
Students interested in completing the Principal Licensure Concentration must complete additional provisions. The following documents must be submitted through the Student Portal no later than 14 days prior to start of the term in which the student wishes to enroll in EDL500:

- A copy of the student’s current teaching license.
- Vision statement defining their view of “great school leadership.”
- An identity history summary that includes a Declaration of Eligibility form and a complete set of fingerprints taken by a qualified law enforcement agency.
- A resume that provides documented evidence of two or more years of full-time successful experience working as a licensed or certificated professional in a public or non-public elementary or secondary school in the United States, additional professional employment, leadership skills, special skills, publications, exhibitions, awards, and service activities.
- A reference letter completed by a school administrator indicating that the student has the skills and disposition to be an effective school leader.

Program Learning Outcomes
- Facilitate the development, articulation, implementation, and stewardship of a learning vision shared and supported by educational stakeholders.
- Validate, nurture, and sustain a school culture and instructional program conducive to student learning and staff professional growth.
- Manage the organization, operation, and resources of a school to create a safe, efficient, and effective learning environment.
- Collaborate with stakeholders to develop systems and relationships to engage and leverage resources, from within and outside the school, to maximize the school’s ability to successfully implement initiatives that better serve the diverse needs of students.
- Create and utilize processes to empower leadership teams that support change and encourage improvements consistent with policies, laws, and agreements.

Principal Licensure State Requirements
Principal Licensure requirements vary from state-to-state. This program was established and approved based on the State of Colorado standards (http://cde.state.co.us/cdeprof/Licensure_Prin_req.asp). Students are solely responsible for checking what the specific requirements are from their state’s Department of Education.

Courses
The Education Leadership Principal Licensure program consists of eight three-credit core courses, listed in the suggested order of completion. During each principal licensure course, students will also be interning six to eight hours per week, implementing the principal effectiveness standards that they are learning, in the school in which they are currently teaching.
EDL500: Strategic Leadership
EDL520: Instructional Leadership
EDL530: School Culture and Equity Leadership
EDL540: Human Resource Leadership
EDL550: Managerial Leadership
EDL560: External Development Leadership
OTL568*: Action Research
EDL510**: School Leadership Internship

* OTL568 and EDL510 may be taken as corequisites
** This course may not be available in all states; see the State Specific Authorization Policy under Admissions Policies.

Teacher Licensure Math
The Teacher Licensure Math program is designed to provide students with the skills necessary for being an effective teacher within the mathematics discipline. The program is aligned with the InTASC Model Core National Teaching Standards, the Performance-Based Standards for Colorado Teachers, the Colorado Educator Effectiveness Teacher Quality Standards, and the Colorado 8.0 Content Standards to provide outcomes that are fundamental in today’s complex schools. Students apply these principles and objectives in practical academic settings through coursework and through an ongoing student teaching experience integrated into all the courses.

This state-approved, online teacher licensure program consists of seven courses for a total of 24 credit hours. This program is also offered as a concentration within the Master of Science in Teaching and Learning.

Due to state authorization, this program may not be available in all states; see the State Specific Authorization Policy regarding internships and practica, under Admissions Policies. Any possible graduate-level transfer credit requires Program Chair approval to be applied for course credit.

This program is not open for enrollment to incoming students.

Provisions for Admissions
Students interested in completing the Teacher Licensure Math program must complete additional provisions. The following documents must be submitted through the Student Portal no later than 14 days prior to start of the term in which the student wishes to enroll in OTL501:

- Official documentation of a passing score of 220 on the Mathematics (04) PLACE test OR a passing score of 160 on the Praxis II Mathematics (#5161) exam. Visit http://www.cde.state.co.us/cdeprof/content_tests for more information.
- A Declaration of Eligibility form.
- Colorado fingerprint requirement met.
- A vision statement defining their view of “effective teachers.”
- A resume that includes all collegiate work, professional employment, teaching skills, teaching or training experience, special skills, publications, exhibitions, awards, and service activities.
- A reference letter indicating that the candidate has the skills and disposition to be an effective teacher.

Program Learning Outcomes
- Demonstrate mastery of and pedagogical expertise in the content they teach.
- Establish a safe, inclusive, and respectful learning environment for a diverse population of students.
- Plan and deliver effective instruction and assessment.
- Reflect on their practice and take responsibility for student academic growth.
- Demonstrate leadership in their schools.

Teacher Licensure Math State Requirements
Teacher Licensure Math requirements vary from state-to-state. This program was established and approved based on the State of Colorado standards (http://cde.state.co.us/educatoreffectiveness/teacherqualitystandardsreference-guide). Students are solely responsible for checking what the specific requirements are from their state’s Department of Education.

Courses
Teacher Licensure Math program consists of 6 three-credit core courses and 2 three-credit student-teaching courses:

- OTL501*: Educator Effectiveness
- OTL590: Student Teaching I
- OTL502: Learning theories and Models of Instruction
- OTL516: Effective Mathematics Instruction
- OTL539: Theory and Practice in Backward Design
- OTL547: Evaluation and Assessment
- OTL565**: Cultural Responsiveness in the Differentiated Classroom
- OTL591: Student Teaching II
ACADEMIC PROGRAMS

* OTL501 and OTL590 must be taken as corequisites
** OTL565 and OTL591 may be taken as corequisites

Teacher Licensure Science
The Teacher Licensure Science program is designed to provide students with the skills necessary for being an effective teacher within the science discipline. The program is aligned with the InTASC Model Core National Teaching Standards, the Performance-Based Standards for Colorado Teachers, the Colorado Educator Effectiveness Teacher Quality Standards, and the Colorado 8.0 Content Standards to provide outcomes that are fundamental in today’s complex schools. Students apply these principles and objectives in practical academic settings through coursework and through an ongoing student teaching experience integrated into all the courses.

This state-approved, online teacher licensure program consists of seven courses for a total of 24 credit hours. This program is also offered as a concentration within the Master of Science in Teaching and Learning.

Due to state authorization, this program may not be available in all states; see the State Specific Authorization Policy regarding internships and practica, under Admissions Policies. Any possible graduate-level transfer credit requires Program Chair approval to be applied for course credit.

This program is not open for enrollment to incoming students.

Provisions for Admissions
Students interested in completing the Teacher Licensure Science program must complete additional provisions. The following documents must be submitted through the Student Portal no later than 14 days prior to start of the term in which the student wishes to enroll in OTL501:

- Official documentation of a passing score of 220 on the Science (05) PLACE test OR a passing score of 152 on the Praxis II General Science (#0435 or #5435) exam. Visit http://www.cde.state.co.us/cdeprof/content_tests for more information.
- A Declaration of Eligibility form.
- Colorado fingerprint requirement met.
- A vision statement defining their view of “effective teachers.”
- A resume that includes all collegiate work, professional employment, teaching skills, teaching or training experience, special skills, publications, exhibitions, awards, and service activities.
- A reference letter indicating that the candidate has the skills and disposition to be an effective teacher.

Program Learning Outcomes
- Demonstrate mastery of and pedagogical expertise in the content they teach.
- Establish a safe, inclusive, and respectful learning environment for a diverse population of students.
- Plan and deliver effective instruction and assessment.
- Reflect on their practice and take responsibility for student academic growth.
- Demonstrate leadership in their schools.

Teacher Licensure Science State Requirements
Teacher Licensure Science requirements vary from state-to-state. This program was established and approved based on the State of Colorado standards (http://cde.state.co.us/educatoreffectiveness/teacherqualitystandardsreferenceguide). Students are solely responsible for checking what the specific requirements are from their state’s Department of Education.

Courses
Teacher Licensure Science program consists of 6 three-credit core courses and 2 three-credit student-teaching courses:

OTL501*: Educator Effectiveness
OTL590: Student Teaching I
OTL502: Learning theories and Models of Instruction
OTL518: Effective Science Instruction
OTL539: Theory and Practice in Backward Design
OTL547: Evaluation and Assessment
OTL565**: Cultural Responsiveness in the Differentiated Classroom
OTL591: Student Teaching II

* OTL501 and OTL590 must be taken as corequisites
** OTL565 and OTL591 may be taken as corequisites
Certificates

Undergraduate Certificates
CSU-Global offers credentialed undergraduate certificates that may be declared as a single program of study. Students interested in undergraduate certificate programs must meet university requirements for standard or provisional admission. Certificates may be financial-aid eligible. Please contact an advisor with any questions regarding these programs.

Undergraduate Certificate in Business Administration
The Undergraduate Certificate in Business Administration is an 18 credit-hour offering, targeting students from a wide variety of disciplines. These courses provide the needed knowledge to gain a foundation in business management across key business management domains, including leadership, management, legal and ethical environment of business, organizational innovation and change, and human resources development. The certificate is a way for students to demonstrate to future employers that they have knowledge of the foundational principles of management.

Certificate Learning Outcomes

• Apply management skills in decision-making and analysis of the organizational structure.
• Examine ethical behaviors and legal implications of an organization in social, environmental, and corporate environs.
• Evaluate the role of a manager in the global economy.
• Develop critical-thinking skills for analysis in strategic planning and innovation.
• Explain and apply varied leadership styles and techniques for creating and enhancing organizational competitiveness and career plans.

Courses:
ORG300: Applying Leadership Principles
MGT300: Principles of Management
MKG310: Introduction to Marketing
MGT315: Business Law
MGT351: Organizational Innovation and Change
HRM300: Principles of Human Resource Management

Undergraduate Certificate in Computer Programming
The Undergraduate Certificate in Computer Programming, an eighteen credit-hour stand-alone program, is aimed at non-computer science majors who would like to broaden their programming capabilities. Courses cover an entire spectrum of basic programming and software development techniques for analysis, design, and implementation of software applications across various operating systems and platforms. Students interested in these courses should have a firm knowledge of basic computer skills and networking technologies including the ability to grasp and understand new computer/networking concepts that relate to information systems and networking. This certificate program is eligible for financial aid.

Certificate Learning Outcomes

• Select and apply appropriate software engineering topics and concepts to solve a given business problem.
• Develop conceptual models to access and update stored information.
• Design, implement, and analyze algorithms for solving problems using Java.
• Write software programs that manage resources securely in different operating system environments.
• Compare and contrast different platform-based development environments.
• Analyze specific programming language requirements for multiple platforms.

Courses:
CSC320: Programming I
CSC372: Programming II
CSC400: Data Structures and Algorithms
CSC450: Programming III
CSC470: Software Engineering
CSC475: Platform Based Development

Undergraduate Certificate in Cyber Security
The Undergraduate Certificate in Cyber Security advances IT professionals’ understanding of cyber threats, information assurance, and digital crime investigation, developing their knowledge, skills, and abilities to secure organizational data as information security experts in an information technology-dependent enterprise. Coursework is aligned with some elements of the knowledge base for the CISSP® Certified Information Systems Security Professional. Students interested in these courses should have a firm knowledge of basic computer skills and information security, including the ability to grasp and understand the
controls and concepts needed to safeguard organizational data. This certificate program is eligible for financial aid.

Certificate Learning Outcomes:
• Demonstrate the ability to differentiate between various types of systems security threats that can lead to the loss of a major system security goal.

• Demonstrate comparative understanding of benefits gained from applying various security measures to enterprise infrastructure.

• Evaluate the impact of hacker and computer espionage activities on the overall security of the organization.

• Describe and utilize methods and tools to maintain access to systems during penetration testing.

• Identify the common attacks on IT networks and explain how the motivations behind them have evolved over time.

Courses:
ITS315: Introduction to Networks
ITS350: Information Systems and Security
ITS360: Introduction to Cyber Security & Digital Crime
ITS415: Principles of Cyber Security
ITS425: Ethical Hacking and Penetration Testing
ITS455: Digital Forensics and Investigations

Undergraduate Certificate in Data Management and Analysis
The Undergraduate Certificate in Data Management and Analysis, an 18 credit-hour stand-alone program, is aimed at undergraduate students who are not majoring in MIS and Business Analytics and would like to broaden their skills in data management and analysis. Courses cover an entire spectrum of data analytics and management, including database management, statistics, data mining, cloud computing, and Big Data. Students interested in these courses should have a firm knowledge of basic computing skills including the ability to grasp and understand new data processing and analytics concepts that relate to information systems.

Certificate Learning Outcomes:
• Compare different options of storing, manipulating, and analyzing data.

• Create databases including the areas of design, implementation, and management.

• Examine the purpose, context, and relevance of data analytic tools for making decisions.

• Apply statistical methods, regression techniques, and machine-learning algorithms to analyze data sets.

• Conduct data-based analysis to give results within the context of issues.

Courses:
MIS407: Database Concepts
ITS410: Database Management
ITS400: Information Technology Project Management
MIS440: Cloud Computing and Big Data
MIS445: Statistics in Business Analytics
MIS450: Data Mining

Undergraduate Certificate in Digital Marketing
The Title IV Undergraduate Certificate in Digital Marketing is a 21-credit hour offering that provides students with a working knowledge of digital marketing skills leading to the compilation of an effective digital marketing campaign. Students will obtain a working knowledge of the use of email, websites, social media, mobile marketing, video marketing and display advertising as well as SEM, SEO and PPC.

Certificate Learning Outcomes:
• Apply current digital theory in the field of marketing.

• Explain the impact of global competition, market forces and other external factors on the success and failure of specific digital marketing initiatives.

• Use digital market research tools and predictive analytics tools.

• Demonstrate analytical and critical-thinking skills with direct application to business/marketing environments through technology.

Courses:
MKG310*: Introduction to Marketing
MKG340: Product and Brand Management
MKG420: Digital Marketing
MKG370: Website and Content Marketing
MKG380: Social Media Marketing
MKG400: International & Multicultural Marketing
MKG430: Market Research Through Digital Metrics & Analytics

* Accounting, Business Management, and Healthcare
Administration and Management majors will take MKG330.

Undergraduate Certificate in Fundraising
In this bachelor’s degree certificate, students will develop the ability to lead fundraising efforts in nonprofit organizations, maximizing the ability of the organization’s leaders to obtain private, corporate, and government funding. Students will develop strategies to oversee fundraising campaigns and events, and develop skills to solicit donations for nonprofit organizations.

Coursework will prepare students to solicit funding from a variety of sources, design promotional materials, and promote awareness of an organization’s strategic goals and financial needs. In addition, students will be prepared to use 21st century technological skills to leverage nonprofit organization financial growth. Finally, students will develop communication and organizational skills, public relation skills, and general business management skills. CSU-Global students with this certificate would work in nonprofit organizations such as educational and religious organizations, research and healthcare companies, social services organizations, and governmental and political positions.

Certificate Learning Outcomes:
- Foster philanthropy among organizational communities.
- Demonstrate effective fundraising practices and strategies.
- Implement frameworks to cultivate and retain donors.
- Integrate financial analysis, forecasting, budgeting, and reporting for fundraising.
- Secure, negotiate, and manage grant awards from funding sources.
- Create a comprehensive communications plan to meet fundraising goals.

Courses:
- HSM300: Introduction to Human Services
- COM312: Public Relations Techniques
- COM321: Campaign and Event Planning
- PMG370: Fundraising and Grantwriting
- MKG380: Social Media Marketing
- SOC460: Community Development

Undergraduate Certificate in Human Resource Management
The Undergraduate Certificate in Human Resource Management, an 18 credit-hour stand-alone program, is designed to provide a background in human resource management, staff training and development, relevant laws and employment regulations, managing organizational conflict, and negotiation among competing interests. Students gain in-depth knowledge of HR and corporate structure to complement their bachelor’s degree program coursework. This certificate program is eligible for financial aid.

Certificate Learning Outcomes:
- Enhance organizational performance and create effective traditional and virtual teams through motivation, organizational culture, and change management.
- Address the legal and ethical implications of human resources and administration in an organizational setting.
- Resolve conflict by utilizing various management styles and best practices.

Courses:
- HRM300: Principles of Human Resource Management
- HRM435: Creating a Diverse and Ethical Workforce
- HRM445: Labor Relations and Employment Law
- HRM440: Recruitment, Selection, and Employee Development
- HRM460: Organizational Development
- ORG470: Leading Through Conflict Resolution

Undergraduate Certificate in Information Technology Operations
The Undergraduate Certificate in Information Technology Operations provides students with the skills necessary to secure employment in the highly dynamic and fast-growing technology industry. Students are prepared to apply broad problem-solving solutions to information technology issues with an emphasis on service, operations, and maintenance. Additionally, students completing the certificate program are equipped to enter a variety of IT operations positions, such as network or computer system administrators, computer technicians, network technicians, and other technical roles.

Certificate Learning Outcomes:
- Gain technology certification exam preparation.
• Comprehend the theoretical and applied uses of information technology in various business applications for problem-solving.

• Apply knowledge and skills in system analysis and design, network design and administration, database design and development, operating systems, software and web application development, and IT security.

• Acquire technical skills in programming and technology troubleshooting.

Courses:
ITS310: Introduction to Computer-Based Systems
ITS315: Introduction to Networks
ITS320: Basic Programming
ITS350: Information Systems Security
ITS410: Database Management
ITS430: Network Enterprise Solutions

Undergraduate Certificate in Marketing
The Undergraduate Certificate in Marketing is an 18 credit-hour offering, targeted at students from a wide variety of disciplines. These courses are designed for students interested in career tracks in marketing through the application of product strategy, pricing, distribution, and promotion. There is an emphasis on understanding consumer needs through marketing research, both domestically and internationally.

Certificate Learning Outcomes:
• Apply the principles of branding, customer lifetime value, and customer retention to traditional and digital marketing.

• Understand how marketing practices support an organization’s domestic and global marketing strategies plus communications mix.

• Describe how a company uses various traditional and non-traditional marketing tools to reach its target market.

• Analyze how marketing efforts are evaluated using traditional market research methods as well as search engine optimization, social media metrics, lead generation, and other methods.

• Assess the challenges associated with privacy, security, and ethics associated with marketing.

Courses:
MKG310*: Introduction to Marketing
MKG330: Consumer Behavior
MKG350: Promotion and Public Relations
MKG420: Digital Marketing
MKG470: Market Research
MKG340: Product and Brand Management

* Accounting, Business Management, and Healthcare Administration and Management majors will take MKG420.

Undergraduate Certificate in Networking
The Undergraduate Certificate in Networking is an 18-credit, stand-alone certificate. This certificate will also grant college credit and allow for direct transfer credit (i.e. stackable) into the existing B.S. in Information Technology program. The certificate provides students with an opportunity to gain industry ready preparedness and allow them to later continue their studies to earn a full degree. The certificate program also aligns with six industry IT certifications that students can take after completing each course.

Certificate Learning Outcomes:
• Analyze and troubleshoot common computer networking issues.

• Compare and contrast various network technologies and topologies.

• Design secure wired and wireless networks.

• Implement security measures and techniques for local and wide area networks.

• Evaluate existing network installations and configurations for areas of improvement.

Courses:
ITS310: Introduction to Computer-Based Systems
ITS315: Introduction to Networks
ITS350: Information Systems Security
ITS405: Intermediate Networking
ITS420: Advanced Network Systems
ITS430: Network Enterprise Solutions

Undergraduate Certificate in Project Management
The Undergraduate Certificate in Project Management, an 18 credit-hour stand-alone program, provides students with the opportunity to analyze and apply theories and concepts associated with organizations where resources are limited and time is critical. Learners will focus on the management of contracts and asset procurement. Addi-
tionally, students will apply management of risk, project control, project monitoring, and earned value methods, as well as assess the costs and benefits of total quality management.

Certificate Learning Outcomes:
- Apply knowledge of management and leadership theories as they relate to project, program, and portfolio management.
- Apply effective communication and research skills.
- Examine tools and techniques of initiating, planning, executing, monitoring, and closing projects.
- Demonstrate critical-thinking skills for effective analysis and decision-making.
- Demonstrate well-honed skills in project quality management.

Courses:
- PJM310: Introduction to Project Management
- PJM330: Effective Project Scheduling and Control
- PJM380: Project Management Tools
- PJM400: Project Procurement and Contract Management
- PJM410: Assessing and Managing Risk
- PJM440: Total Quality Management

Graduate Certificates
CSU-Global offers credentialed graduate certificates that may be declared as a single program of study. Students interested in certificate programs must meet standard admissions requirements. Certificates may be financial aid eligible. Please contact an advisor with any questions regarding these programs.

Students interested in certificate programs should have a firm knowledge of the basic competencies indicated by the learning outcomes. This includes knowledge of specialized terminology, work flow, or technology. A previous exposure to curriculum may be necessary for student success.

Graduate Certificate in Business Analytics
The Graduate Certificate in Business Analytics, a 12 credit-hour stand-alone program, is aimed at graduate students who would like to broaden their skills in designing, developing, and implementing enterprise-level business analytics solutions for decision-making purposes. Courses cover an entire spectrum of business analytics, including foundations of data analytics, data mining and visualization, predictive analytics, and business analytics.

Students interested in these courses should have experience or recent course work in programming, statistics, and databases, as well as, the ability to grasp and understand the fundamental principles of business analytics.

Certificate Learning Outcomes:
- Evaluate the tools used by successful business analytics leaders.
- Apply data mining and predictive analytics to large data sets providing patterns, trends, and relationships.
- Demonstrate the principles of descriptive, predictive, and prescriptive analytics.
- Develop essential skills in communicating business analytics through visualization and reporting.
- Provide analytical solutions that enable organizational leadership to make informed decisions and forecasts.

Courses:
- MIS500: Foundations of Data Analytics
- MIS510: Data Mining and Visualization
- MIS530: Predictive Analytics
- MIS542: Business Analytics

Graduate Certificate in Cyber Security
The Graduate Certificate in Cyber Security provides advanced knowledge for the practical application of securing data and protecting digital assets. IT professionals will learn to mitigate malicious cyber activities through the implementation of security solutions within local and enterprise infrastructures by focusing on topics such as security management, risk and vulnerability controls, data encryption, and cybercrime prevention. Coursework aligns with seven of the 10 Certified Information Systems Security Professional (CISSP)® domains. This certificate program is eligible for financial aid.

Certificate Learning Outcomes:
- Evaluate internal and external threats and vulnerabilities to data assets in the enterprise and provide recommendations to mitigate or eliminate areas of weakness.
- Compare and contrast the concepts of security and privacy, and explain how the imperatives for each may
ACADEMIC PROGRAMS

compliment or interfere with the imperative for the other.

• Describe and analyze the implications of major emerging technology trends, issues, and threats to the security and privacy of networks and information.

• Analyze possible threats to organizational data and recommend course(s) of action to mitigate cybercrime attacks.

• Analyze a network for vulnerabilities to common cyber-based attacks.

Courses:
ISM527: Cyber Security Management
ISM529: Emerging Cyber Security Technology, Threats, and Defense
ISM530: Enterprise Cyber Security
ISM531: Cyber Security Defense and Countermeasures

Graduate Certificate in Digital Instructional Architecture
The Graduate Certificate in Digital Instructional Architecture focuses on instructional design and program development in the technology-driven, online-learning environment. Students with a formal background in education, training, and/or adult learning will gain an advanced understanding of designing and building effective, state-of-the-art, online and digital curriculum and learning assets. Students will actively analyze, design, develop, and evaluate tools, programs, and systems to create and assess powerful and engaging learning experiences for learners in businesses, academic institutions, and other organizations. This certificate includes a combination of didactic, practical, and hands-on learning. Through online courses and internship experiences, students will collaborate with instructors, colleagues, and instructional architecture professionals. This certificate program is open to students with an undergraduate degree or graduate degree in education, adult learning, training, or other related fields. Students are required to have an internship placement for program entry.

Certificate Learning Outcomes:
• Apply instructional design models in the creation of engaging online learning environments.

• Apply learning theories to support engaging teaching and learning online.

• Integrate digital content into course architecture.

• Manage instructional architecture projects.

• Assess the effectiveness of design and project management using course and learner data.

• Create courses inclusive of all learners in an online environment.

Courses*:
ISD500: Advanced Theory of Instructional Design and Architecture
ISD501: Design and Project Management for Instructional Architects
ISD502: Learning Technologies and Innovation
ISD503: Course Development and Project Evaluation
*Courses must be taken in sequence listed.

Graduate Certificate in Educational Leadership -- Principal Licensure
The Educational Leadership - Principal Licensure Certificate is a stand-alone certificate designed to provide students who already have a master’s degree with the educational leadership skills necessary for being a Principal. The program is aligned with the Interstate Leader’s Licensure Consortium’s national standards and the Colorado Principal Licensure Standards. These defined standards provide outcomes that are fundamental for educational leaders to have in today’s complex schools—vision, instructional leadership, management, community collaboration, integrity, and comprehension of educational context in our society. Students will apply these principles and objectives in practical academic settings both in the coursework and through an ongoing internship experience integrated into all the courses of this certificate.

The Educational Leadership - Principal Licensure Certificate is a 24 credit-hour stand-alone certificate in the Principal Licensure, focused on educational leadership and administration. Students in this certificate program are not required to have completed a master’s degree before admission.

Certificate Learning Outcomes:
• Facilitate the development, articulation, implementation, and stewardship of a learning vision shared and supported by educational stakeholders.

• Validate, nurture, and sustain a school culture and instructional program conducive to student learning and staff professional growth.
• Manage the organization, operation, and resources of a school to create a safe, efficient, and effective learning environment.

• Collaborate with stakeholders to develop systems and relationships to engage and leverage resources, from within and outside the school, to maximize the school’s ability to successfully implement initiatives that better serve the diverse needs of students.

• Create and utilize processes to empower leadership teams that support change and encourage improvements consistent with policies, laws, and agreements.

Courses:
EDL500: Strategic Leadership
EDL510*: School Leadership Internship
EDL520: Instructional Leadership
EDL530: School Culture and Equity Leadership
EDL540: Human Resource Leadership
EDL550: Managerial Leadership
EDL560: External Development Leadership
OTL568: Action Research

*This course may not be available in all states; see the State Specific Authorization Policy under Admissions Policies. During each Principal Licensure course, students will also be interning 6-8 hours per week, implementing the principal effectiveness standards that they are learning, in the school in which they are currently teaching.

Graduate Certificate in Educator Licensing
The Graduate Certificate in Educator Licensure - Math or Science is aligned with the InTASC Model Core National Teaching Standards, the Performance-Based Standards for Colorado Teachers, the Colorado Educator Effectiveness Teacher Quality Standards, and the Colorado 8.0 Content Standards. These outcomes prepare teachers to accomplish the following in today’s complex schools: hold high expectations for each and every learner and implement developmentally appropriate, challenging learning experiences; make content-knowledge accessible to learners by using multiple means of communication, including digital media and information technology; integrate assessment, planning, and instructional strategies in coordinated and engaging ways, and; create and support safe, productive learning environments that result in learners achieving at the highest levels. Students will apply these principles and objectives in practical academic settings, both in their coursework and through an ongoing student-teaching experience, integrated into all the courses in this concentration. This approach is designed to ensure proficiency in being an effective teacher.

Certificate Learning Outcomes:
• Demonstrate mastery of and pedagogical expertise in the content they teach.
• Establish a safe, inclusive and respectful learning environment for a diverse population of students.
• Plan and deliver effective instruction and assessment.
• Reflect on their practice and take responsibility for student academic growth.
• Demonstrate leadership in their schools.

Courses:
OTL501*: Educator Effectiveness
OTL590*: Student Teaching I
OTL502: Learning theories and Models of Instruction
OTL516: Effective Mathematics Instruction - OR - OTL518: Effective Science Instruction
OTL539: Theory and Practice in Backward Design
OTL547: Evaluation and Assessment
OTL565**: Cultural Responsiveness in the Differentiated Classroom
OTL591**: Student Teaching II

* OTL501 and OTL590 are taken as corequisites  
** OTL565 and OTL591 are taken as corequisites

Graduate Certificate in Human Resource Management
The Graduate Certificate in Human Resource Management, a 12 credit-hour stand-alone program, provides the theory and application information necessary to integrate the human resource role with the strategic goals of an organization to effectively manage people in today’s global and dynamic marketplace. The program emphasizes developing the skills to strategically manage, train, and develop human resources for enhanced organizational performance. This certificate program is eligible for financial aid.

Certificate Learning Outcomes:
• Identify the strategic role of the human resource function in facilitating the accomplishment of an organizational mission, goals, and objectives through the creation of aligned organizational systems and practices.
• Understand the principles and values associated with creating high performance and high trust work systems within a rapidly changing global environment.

• Develop skills required to measure organizational performance and to create human resource systems essential for monitoring, improving, and rewarding performance consistent with an organizational culture.

• Identify the global issues affecting human resource management and develop the skills to address complex issues associated with effectively managing people in a global context.

Courses:
HRM500: Human Resource Management
HRM515: Legal and Human Resource Dimensions of Business Management
HRM540: Maximizing Human Capital
HRM560: Staffing and Talent Development

Graduate Certificate in Project Management
The Graduate Certificate in Project Management, a 12 credit-hour stand-alone program, provides students with the business and management skills to evaluate, synthesize, analyze, and apply the concepts required when leading unique projects within the context of large, global organizations. Project management best practices are acknowledged and applied throughout the program, including the planning and execution of projects, the management of contracts and asset procurement, and the skills needed to lead complex projects and manage teams in a dynamic environment. Advanced topics include decision sciences, risk management, project control and monitoring, and financial metrics.

Certificate Learning Outcomes:
• Employ the knowledge and skills needed to solve organizational problems using a systematic decision-making approach.

• Apply advanced project management and organizational principles and skills to successfully implement projects.

• Execute effective planning and control strategies and best practices for time, cost, scope, quality, and risk management, to ensure of project success.

• Critically analyze the environment in executing projects within a global marketplace.

Courses:
PJM500: Project Management
PJM530: Contracts, Procurement, & Risk Management
PJM535: Project Metrics, Monitoring, and Control
PJM560: Project Management Office (PMO)

Graduate Certificate in Strategic Digital Information in Marketing
The Title IV Strategic Digital Information in Marketing Certificate is a 21-credit hour offering that provides students with the foundation and framework for a leadership role in marketing. The focus will be on the development of leadership skills in the marketing discipline and brings them up to date with current digital, internet, mobile, and e-commerce strategies that integrate with traditional marketing practices to remain relevant in today's rapidly changing markets (domestic and global). This certificate is available to students in all graduate programs.

Certificate Learning Outcomes:
• Construct traditional and digital marketing strategies that align with the marketing mix to establish and/or maintain global and industry competitive advantage.

• Describe effective brand and product management leadership strategies.

• Contrast digital and traditional market research.

• Create strategic recommendations through digital analytics and traditional marketing.

Courses:
PMKG500: Marketing Management
ORG502: Effective Organizations – Theory & Practice
ECN500: Global Economics
MIS500: Foundations of Data Analytics
MKG510: Strategic Analysis of IMC & Digital Marketing
MKG520: Management of Market Research & Digital Analytics
MKG580: Capstone – Strategic Product & Brand Management

Certificates of Completion
CSU-Global offers non-degree, undergraduate and graduate Certificate of Completion programs designed for professional development. These programs are not financial aid eligible. Students may take courses in a non-degree seeking status; courses will be reflected on the student’s transcript, but no credential will be awarded. TOEFL
restrictions apply for international applicants. Some courses may later be applicable to certain degree programs; please contact an advisor with any questions.

Students interested in a Certificate of Completion from CSU-Global should have a firm knowledge of the basic competencies indicated by the learning outcomes. This includes knowledge of specialized terminology, work flow, or technology. A previous exposure to curriculum may be necessary for student success.

Undergraduate Certificates of Completion

Undergraduate Certificates of Completion may be requested at any time after the required five courses have been completed. Enrollment in an Undergraduate Certificate of Completion does not require proof of high school, GED, or college course completion. If the student plans to enroll in a degree-seeking program, standard admission policy and requirements will be applied at the time of degree enrollment.

Business Fundamentals

These courses provide the fundamental knowledge across key business domains including management, information systems, managerial accounting, marketing and business law. The certificate is a way for students outside of business to demonstrate to future employers that they have demonstrated the knowledge of fundamental business concepts. The certificate is also designed to provide students currently in the B.S. in Business Management an opportunity to demonstrate fundamental knowledge before completing the full bachelor’s degree.

Courses:
- MGT300: Principles of Management
- MIS300: Information Systems Design and Management
- ACT300: Principles of Accounting I
- MKG310: Introduction to Marketing
- MGT315: Business Law

Construction Management

The goals of this certificate of completion are to prepare effective managers and supervisors for public and private construction projects. The undergraduate certificate of completion in construction management will cover essential domains that help professionals assume leadership roles in the construction industry. This certificate of completion prepares graduates for success in the rapidly changing construction industry by focusing on areas such as construction project management, construction planning and scheduling, construction cost estimating, construction methods and materials, and sustainable construction among other foundational construction management skills.

Courses:
- CMG300: Fundamentals of Construction Management
- PJM350: Construction Project Management
- CMG400: Construction Cost Estimating
- CMG450: Materials Used in Construction
- CMG465: Sustainable Development

Criminal Forensics

These courses prepare students for positions in various criminal investigations or for a forensics graduate program. With a scientific underpinning, forensic science requires the skills needed to analyze crime scene evidence while following legal procedures that preserve evidence for use in court.

Courses:
- CRJ325: Introduction to Forensic Psychology
- CRJ336: Criminal Investigation
- CRJ426: Investigative and Forensic Interviewing
- CRJ450: Investigative Forensic Photography
- CRJ465: Crime Scene Investigation

Criminal Justice Management

These courses are designed to provide students with knowledge and skills needed by professionals in criminal justice organizations. Students will examine a holistic approach to the fundamentals of criminal justice within the context of management and effective decision-making.

Courses:
- CRJ330: Research Methods for the Criminal Justice Professional
- CRJ340: Restorative and Community Based Justice
- CRJ440: Ethics for the Criminal Justice Professional
- ORG405: Principles & Practices of Effective Leadership
- CRJ460: Managing Criminal Justice Organizations

Criminology

These courses assist the career tracks of students interested in or currently employed in the areas of public safety, law, social welfare offices or other social programs that specifically deal with public safety and human welfare. Students examine this issue of crime and deviant behaviors, law, and the penal system.

Courses:
- CRJ320: Juvenile Justice
ACADEMIC PROGRAMS

CRJ340: Restorative and Community-Based Justice
CRJ470: Race, Class, and Crime
CRJ315: Corrections
CRJ431: Victimology

Emergency Management
These courses provide students the opportunity to apply and analyze theories, concepts, and practical applications associated with emergency planning and public safety research. The program focuses the learner on crises and emergency management decision-making. Additionally, the student is exposed to planning, operations, and all-hazard readiness and identification. Further, the student explores infrastructure protection and preparedness, phases for crises response, mitigation activities, and integration of public and private resources. Finally, the student explores critical-thinking as a necessary component in emergency decision-making through the application of case studies and scenarios.

Courses:
EMG300: Foundations of Emergency Management
EMG325: Hazard Mitigation
EMG375: Disaster Response
EMG400: Disaster Recovery
EMG450: Comprehensive Emergency Planning

Healthcare Informatics
Please note: we are no longer accepting students for this Certificate of Completion. These courses provide students with the basics of Health Information Systems frameworks and principles needed in the Health Information Systems field. Graduates will gain knowledge of healthcare concepts, operations, and industry practices with the unique ability to align and or integrate healthcare organizational needs with information technology systems to streamline operations in medical facilities.

Courses:
HC130: Principles of Health Information Management
HC1320: Healthcare Informatics
HC1340: Quality Health Information Systems and Security
HC1400: Coding and Reimbursement Systems
HCM450: Healthcare Information Systems

Healthcare Management
These courses provide students with a broad understanding of healthcare principles for practical application as a manager or leader of a department in the healthcare industry. The knowledge and skills experienced in the coursework are designed to provide key information for critical-thinking and decision-making, as it applies to healthcare issues.

Courses:
HCM310: Introduction to the U.S. Healthcare System
HCM320: Introduction to Health Policy
HCM370: Quality and Risk Management in Healthcare
HCM400: Managed Care and Health Insurance
HCM430: Population Health Management

Hospitality and Tourism Management
These courses provide a foundation in key sectors and functions. Students will be prepared with a variety of practical skills and knowledge that may be applied directly to practice in this industry. The certificate is designed to provide supplemental and supporting knowledge to a wide variety of majors within the university, if the student so wishes to enroll in a degree program at some point. This specialization is not open for enrollment to incoming students.

Courses:
HTM300: Introduction to Hospitality Management
HTM310: Tourism & Commercial Recreation Systems
HTM320: Meeting and Event Management
MKG340: Brand & Product Management
HTM340: Hospitality Sales & Marketing
MGT300: Principles of Management

Information Technology Management
These courses provide students with a holistic understanding of organizational technologies, from which they can make decisions, manage the associated human and technology resources, and strategically plan for organizational growth and effectiveness.

Courses:
ITS315: Introduction to Networks
ITS350: Information Systems and Security
ITS400: Information Technology Project Management
ITS405: Intermediate Networking
ITS430: Network Enterprise Solutions

Intelligence and Homeland Security
This certificate is designed to provide the theories, concepts, and practical applications associated with the protection of the United States. Students will learn the homeland security goals for readiness and responsiveness, as defined by national policy, as well as how to identify and
Protect critical infrastructures and key resources from threats including terrorism, drug trafficking, and cyberattacks. Procedures to reduce vulnerability, minimize damage, and recover from the effects of terrorist events will also be examined. This course will look to focus on both domestic and international homeland security and counter-terrorism trends and tactics. Students will be exposed to many real-world scenarios in a virtual and highly interactive class environment, which will serve to sharpen their critical-thinking and decision-making abilities.

Courses:
- HLS300: Introduction to Homeland Security
- HLS350: Terrorism
- HLS375: Risk Analysis and Mitigation
- HLS400: Critical Infrastructure and Key Resource Identification and Protection
- HLS450: Intelligence

Operations Management and Supervision
These courses prepare learners to fulfill the organizational roles and responsibilities of Operations Management and Supervision. The learner will evaluate how companies manage manufacturing processes and services effectively and efficiently and the use of information to improve organizational performance. The courses are focused on developing students' knowledge, skills, and abilities in operations management, finance, management, leadership, strategic and critical thinking, decision-making, and business governance.

Courses:
- OPS400: Operations Management
- OPS402: Financial Performance in Operations Management
- OPS404: Leadership in Operations Management
- OPS405: Managing the Supply Chain
- PJM400*: Project Procurement and Contract Management

* Project Management majors will take MGT475.

Organizational Leadership
These courses provide students with a foundation of leadership theory, skills, and knowledge to lead teams and organizations. Students will also learn how to integrate and apply their learning to business policy and strategy implementation.

Courses:
- MGT351*: Organizational Innovation and Change
- ORG470**: Leading through Conflict Resolution
- ORG405: Principles and Practices of Effective Leadership
- ORG423**: Communication Strategies for Leaders
- ORG400: Leading Teams in Organizations

Professional Sales
Please note: we are no longer accepting students for this Certificate of Completion. These courses are designed for students that have a desire to pursue or elevate their career as a sales executive by learning advanced negotiation techniques. These courses will provide the opportunity for participants to learn how to develop and execute a winning sales strategy and will also offer a better understanding of the important role sales plays in the success of an organization.

Courses:
- PSL300: The Professional Sales Process
- PSL301: Aligning Strategy and Sales
- PSL400: Principles of Sales Force Leadership
- PSL450: Advanced Negotiations
- PSL460: Emotional Intelligence and Sales

Public and Non-Profit Management
These courses are designed to prepare students for positions in both the public and non-profit sectors. Students specifically learn to apply management strategies to leading organizations in training and developing staff. Students will also develop skills in identifying and utilizing social, political and legal influences that drive organizational culture.

Courses:
- PMG300: Public Administration
- FIN350: Principles of Finance for the Public Sector
- PMG320: Public Policy and Strategy
- PMG370: Fundraising and Grant Writing
- SOC460: Community Development Small Business and Entrepreneurship

Small Business Management
These courses provide students with practical skills to develop and manage a small business or entrepreneurial venture. Core knowledge covers the necessary skills to profitably manage a small business including planning, management, marketing, finance, and human resources. This Certificate of Completion is not open for enrollment to incoming students.
ACADEMIC PROGRAMS

Courses:

SMB300: Introduction to Small Business/Entrepreneurship
ORG305: Entrepreneurship in the Global Age
SMB340: Funding Sources for Small Business/Entrepreneurial Organizations
SMB400: Managing a Small Business/Entrepreneurial Organization
MKG425: Marketing Strategy for Small Business

Strategic Communication
These courses are designed to provide managers and leaders with communication skills for internal and external communication effectiveness. The coursework features oral and written communication exercises and a broad knowledge base of the global and dynamic society.

Courses:

COM325: Mass Communication and Society
COM335: Foundations of Strategic Communication
COM425: Communication, Conflict and Persuasion
COM455: Technical Communication
COM400: Strategic Communication

Graduate Certificates of Completion
Graduate Certificates of Completion may be requested at any time after the required four courses have been completed. Students must provide proof of a bachelor’s degree. If the student plans to enroll in a degree-seeking program, standard admission policy and requirements will be applied at the time of degree enrollment. Please Note: CSU-Global does not provide educator licensing or endorsement.

Accounting
These courses provide students with advanced accounting knowledge in the content areas which include theory and practice, forensic accounting, income taxation, and ethics. Students interested in these courses should have a firm knowledge of accounting including application of Generally Accepted Accounting Principles (GAAP).

Courses:

ACT506: Advanced Accounting II
ACT510: Forensic Accounting and Fraud Examination
ACT550: Advanced Income Taxation
ACT560: Accounting Ethics

Applied Business Management
This Certificate of Completion facilitates student’s acquisition of skills needed for an analytic approach to organizational assessment for decision-making and management purposes including knowledge of the product development processes. This certificate is available to all graduate degree options.

Courses:

HRM515: Legal and HR Dimensions in Business Management
FIN500: Principles of Finance
MGT510: Strategy Planning
MGT535: Managerial Communication in the Global Marketplace

Contemporary Practices in K-12 Online Learning
These courses offer professional educators an opportunity to learn focused skills in K-12 online teaching. As schools expand their online offerings and students expect more technological engagement, educators need to be comfortable and adept with best practices in online education including teaching, assessment, community building, and instructional design. The needs of today’s global educators are addressed through these three core courses and a hands-on practicum. CSU-Global does not provide educator licensing or endorsement.

Courses:

OTL538: 21st Century Teaching and Learning
OTL546: Building Online Learning Communities
OTL562: Assessment, Differentiation, and Design
OTL578: Seminar - K-12 Online Teaching

Criminal Justice Leadership
These courses are designed to provide professionals in criminal justice organizations with fundamental knowledge and insight. The coursework is focused on the key factors needed for effective industry leadership and decision-making: ethics, policy development, management, and criminology theory.

Courses:

CRJ500: Criminological Theory
CRJ530: Ethics, Justice and Social Control
CRJ540: Criminal Justice Policy Development and Analysis
CRJ550: Administration and Management of Criminal Justice Organizations
English Language Learning
These courses are designed to prepare Pre-K-12 classroom teachers to work with linguistically diverse learners with an emphasis on ELL methodology, linguistics, literacy, assessment, and compliance. CSU-Global does not provide educator licensing or endorsement.

Courses:
- ELL500: English Language Learners
- ELL505: Language Acquisition and Linguistics
- ELL520: Literacy and the EL Learner
- ELL530: Assessment and Administration of ELL Programs

Finance
These courses are designed to develop leadership, international perspectives and operational skills in finance by focusing on career development that incorporates state-of-the-art nontraditional and emerging electronic formats.

Courses:
- FIN510: Financial Economics
- FIN520: Financial Reporting and Analysis
- FIN530: Corporate Finance
- FIN575: International Financial Management

Fraud Management
These courses are designed to meet the educational needs of those with responsibility for fraud investigation and prevention. The courses prepare individuals with theory, law, and analytical techniques to protect the financial interest of government agencies, companies and individuals.

Courses:
- CRJ555: Fraud Examination and Prevention
- CRJ556: Criminal Justice and Legal Concepts of Fraud
- CRJ557: Fraud Investigation
- CRJ558: Fraud Data Analysis

Healthcare Administration
These courses provide a working understanding of the healthcare industry from critical analysis and leadership perspectives. The coursework is focused on key tools and knowledge needed for effective leadership of healthcare-related organizations.

Courses:
- HCM500: The U.S. Healthcare System
- HCM520: Quality and Performance Improvement in Healthcare
- HCM542: Operations Management in Healthcare Organizations

Human Resource Performance
These courses cover key elements that contribute to high performance and organizational effectiveness within the framework of an organized-labor employee base.

Courses:
- HRM540: Maximizing Human Capital
- ORG521: Managing Dynamic Environments
- HRM550: Strategic Labor Relations
- HRM500: Managing Human Resources

Information Technology
These courses provide managers with the advanced knowledge of the effective use and management of Information Technology. The curriculum places emphasis on the management and effective utilization of information management ensuring organizations gain or maintain a competitive advantage using IT.

Courses:
- ISM501: IT Management
- ISM511: Managing Virtualized and Cloud Systems
- ISM521: Managing Enterprise Resources Planning (ERP) Systems
- ISM561: Business Continuity and Disaster Recovery

International Management
These courses will enhance a manager’s ability to learn and adapt to new ideas and new perspectives, while providing them with the critical-thinking and evaluative skills vital to market innovation and adaption.

Courses:
- MIM500: Business Strategy in the Global Economy
- MIM510: International Trade
- MIM520: Global Financial Management
- MIM560: International Business

K-12 Educational Technology and Instructional Design
These courses are ideal for educators or instructional designers who want to expand their expertise in the design and development of K-12 online educational environments. Instructional designers, K-12 educators, K-12 technology specialists, K-12 curriculum developers, and K-12 library and media specialists will benefit from the principles of solid online course development and design in a variety of K-12
online educational environments. Unlike other programs that are geared toward corporate instructional design principles and adult-learners, the coursework in this specialization focuses on the K-12 online learning environments but also leads others in designing and expanding their school’s K-12 online offerings.

Courses:
- OTL530: Models of E-Learning & Instructional Design
- OTL532: Principles of 21st Century Learning & Design
- OTL534: ID Authoring Technologies and Internet Applications for Education
- OTL548: Education Technology Integration and Training

Online Learning Innovation and Design
These courses develop leaders in the field of online education. Students will gain specific knowledge and skills in creating and applying instructional design theory and integrating new learning technologies geared to create a powerful and engaging learning experience. Areas of study include the practical application of innovative and original instructional delivery, virtual learning environments, and evaluation of learning outcome achievement. CSU-Global does not provide educator licensing or endorsement.

Courses:
- OTL531: Models of Instructional Delivery
- OTL540: Instructional Theory and Design Principles
- OTL541: Assessment and Evaluation in Learning and Performance
- OTL542: Learning Technologies

Organizational Leadership and Change Management
These courses are designed to equip and empower mid-to-senior level managers for future corporate growth in the fast-paced and technologically driven reality of today’s marketplace. The program is ideal for established, mature managers who need new skills and a facilitated learning environment to acquire the knowledge and insights necessary to compete in a global economy over the next decade.

Courses:
- ORG525: Decision Theory in a Global Marketplace
- ORG521: Managing Dynamic Environments
- ORG515: Dynamics of Power in Organizations
- ORG561: Examination of Modern Leadership

Strategic Innovation and Change Management
This specialization provides students with knowledge of the innovation process and implementation of innovation supporting techniques that support agility and change within organizations. Specific topics include managing and leading dynamic organizations, theories of motivation and change, communication systems and processes that support agility and success, product development, and management topics related to talent development of employees.

Courses:
- MGT571: Strategic Product Innovation
- ORG515: Dynamics of Power in Organizations
- HRM560: Staffing and Talent Development
- MGT535: Managerial Communication in the Marketplace

Teacher Leadership
These courses allow students to gain the skills needed to lead in the classroom, in the institution, and within larger contexts through policy-making. They employ existing knowledge in teaching and learning to advance the concept of teachers as change agents, as well as to share experience and insights with policy-makers, educators, and other stakeholders, with an emphasis on Pre-K-12. CSU-Global does not provide educator licensing or endorsement.

Courses:
- OTL505: Educational Systems and Change
- OTL510: Teacher Leadership
- OTL515: Teacher as Instructional Change Agent
- OTL560: Facilitating Learning and Transfer
COURSES OF INSTRUCTION

“Going through my program has helped me develop new ideas on how to be an effective educator. I have always enjoyed teaching people how to do things and breaking things down into bite sized, easy-to-understand concepts. The classes I’ve taken so far have helped me sharpen those skills and I can’t wait to get out and really put my new skills to use in the classroom.”

—Joshua Stoneking, M.S. in Teaching and Learning Student
COURSES OF INSTRUCTION

Course Numbering

Course numbering is based on the content level of material presented in a course.

100-299
Lower-division undergraduate courses primarily for freshman and sophomore students. Many of these general education courses have been approved Guaranteed Transfer (gtPathways) Courses. Students should reference course descriptions to determine if a specific course has been approved for Guaranteed Transfer.

300-329
Serve dual purpose as intermediate-level disciplinary courses for both first-time students who have completed the freshman sequence, as well transfer students from various pathways.

330-499
Upper-division undergraduate courses, primarily for junior and senior students.

500-599
Graduate-level Courses. Enrollment restricted to graduate-level standing.

Course Prefixes

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Discontinued Courses

Courses that are no longer offered by CSU-Global may still be required to be listed in the Academic Catalog. Courses that have been discontinued will be identified by the “†” symbol next to the course code. Replacement courses, if applicable, will be listed within the course description.

Accounting Courses

**ACT300**
**Principles of Accounting I**
3 credits

This course provides students with a fundamental introduction to the theory, concepts, terminology, and principles of accounting relevant to all business specialties. Primary emphasis is on the financial accounting system for corporations and the procedures for recording, summarizing, and reporting results of business activities. In addition,
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this course provides an understanding of the financial statements by which a business communicates its financial position and the financial results of its operations. Successful students will master problem-solving processes involving an understanding of financial data in contexts of transaction analysis, financial statement analysis, and strategic and operational management. This course is considered prerequisite and may be waived through transfer of equivalent lower division coursework or demonstrated workplace knowledge. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

ACT301
Financial Accounting
3 credits
This course is intended for the user of financial information. The goal of the course is to provide the tools for making more informed business decisions. Included are an analysis of the various financial statements, their use, and limitations in making business decisions. A detailed analysis of the components of the financial statement and their economic impact on wealth creation for the organization is emphasized. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

ACT305
Managerial Accounting
3 credits
This course provides a thorough understanding of basic accounting principles for managerial purposes. Topics covered include managerial uses of accounting information, including product costing, decision-making, differential accounting and responsibility accounting. This is a basic course that aids in building a foundation for financial analysis and decision-making. This course is considered prerequisite and may be waived through transfer of equivalent lower division coursework or demonstrated workplace knowledge. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

ACT325
Principles of Accounting II
3 credits
This course expands upon the financial accounting topics presented in ACT300 Principles of Accounting I. Other concepts presented include content and preparation of cash flow statements and financial analysis of a company based on relationships within the financial statements. In addition, the course covers the managerial accounting concepts of cost flows through a business, cost estimation, cost-volume-profit analysis, product costing, capital budgeting, operational budgets, variance analysis, performance measurement, and responsibility accounting. Prerequisite: ACT300.

ACT350
Intermediate Accounting I
3 credits
This course provides a deeper understanding of accounting topics introduced in previous accounting courses. Topics covered include the conceptual framework of financial reporting, codification of accounting standards, the accounting cycle, format and presentation of the financial statements, time value of money, revenue recognition, and accounting for cash, receivables, inventory, long-term assets, and current liabilities. Recommended Prior Course: ACT325 (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

ACT360
Intermediate Accounting II
3 credits
This course provides a deeper understanding of accounting topics introduced in previous accounting courses and introduces more advanced topics. Topics covered include long-term liabilities; stockholders’ equity; dilutive securities and earnings per share; investments; accounting for income taxes, pensions, and leases; statement of cash flows; accounting change and error analysis; and full disclosure in financial reporting. Recommended Prior Course: ACT350 (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

ACT400†
Corporate Tax
3 credits
This course focuses on understanding the tax issues surrounding corporate, partnership, estate/trust taxation, mergers and dissolutions. This course is no longer available.

ACT405
Federal Individual Taxation
3 credits
This course covers the federal income tax laws, regulations and tax policy for individual taxpayers. Primary emphasis is on the individual components of personal and business income and the allowable deductions. The taxation of gains and losses on property and capital-asset transactions will be presented. Student will be introduced to the common body of tax laws (CBOTL) and will learn the significance of
the CBOTL in tax practice today. Recommended Prior Course: ACT350. This course is considered prerequisite and may be waived through transfer of equivalent lower-division coursework or demonstrated workplace knowledge. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

ACT410
**Government and Nonprofit Accounting**
3 credits
This course introduces specialized accounting standards for governmental and not-for-profit entities. Topics covered include the financial reporting of state and local governments, governmental operating statement accounts and budgetary accounting, and accounting for general capital assets and capital projects. Additional topics include specialized accounting practices for various types of non-governmental not-for-profit organizations. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

ACT415
**Business Taxation**
3 credits
This course examines the tax issues involved with corporate, flow-through and exempt business entities. Issues related to the development of tax returns for each business entity type are emphasized. The course also covers tax issues related to the gift, estate, and trust wealth transfer vehicles. Recommended Prior Course: ACT350 and ACT405. This course is prerequisite and may be waived through transfer of equivalent lower division coursework or demonstrated workplace knowledge. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

ACT420†
**International Accounting**
3 credits
This course is a study of the accounting issues that affect the global economy. Topics include history of international accounting and various international accounting models. This course is no longer available.

ACT425
**Information Systems for Accounting**
3 credits
This course covers the use of information systems in the accounting function with a focus on computer systems and internal controls. This course provides students with knowledge to evaluate users’ accounting information needs, and the ability to design, implement, and maintain an accounting information system to meet the requirements of the businesses’ processes and cycles. Recommended Prior Course: ACT350. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.) Course not eligible for Prior Learning Assessment (PLA) credit.

ACT450
**Auditing**
3 credits
This course offers a study of the systematic process by which external financial statements and management assertions are verified and reported, including auditing procedures, standards and programs, the examination of financial statements, and the preparation of audit working papers. In addition, this course includes a consideration of the organization of the accounting profession, the new influences of the Public Company Accounting Oversight Board, and the professional ethics and legal liability of auditors. Recommended Prior Course: ACT350 (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

ACT460
**Cost Accounting**
3 credits
This course incorporates and applies theoretical concepts introduced in Managerial Accounting to financial decision-making. Internal planning (budgeting) and control (evaluation) cycles, managerial monitoring and feedback mechanisms, as well as behavioral performance issues in industrial and service firms, are all emphasized. Students will gain proficiency in practical accounting, procedural applications, and reporting. Topics include job costing, profit analysis, budgeting and forecasting, activity based costing, and variance analysis. This course is considered prerequisite and may be waived through transfer of equivalent lower division coursework or demonstrated workplace knowledge. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.) Prerequisite: ACT325.

ACT470
**Advanced Accounting**
3 credits
This course explores the accounting theory, practice, and procedures involved with multi-corporate business combinations (mergers, acquisitions, and consolidations), partnership formation, partnership accounting, and accounting
for foreign currency transactions and translating financial statements of foreign subsidiaries for consolidation. Recommended Prior Course: ACT360 (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

ACT480
Capstone – Accounting Research and Analysis
3 credits
In this capstone course, students will complete Capstone Assignments addressing the program outcomes for the Bachelor of Science in Accounting. Students will demonstrate learning accumulated throughout the Accounting program by applying leadership, critical thinking, problem-solving skills, and creativity to real-world situations. Prerequisite: All core and specialization courses

ACT495
Accounting Practicum
3 credits
This course is designed for students who participate on the staff of an accounting firm or in the accounting function of a business or nonbusiness organization as an opportunity to demonstrate program outcomes learned in the B.S. in Accounting under the supervision of both faculty and accounting personnel. Assignments are designed to combine theory and professional practice and include weekly journals; a mid-term conference with the instructor, faculty practicum coordinator, and on-site supervisor; and a final report. Prerequisite: 3 Core Courses. Course not eligible for Prior Learning Assessment (PLA) credit.

ACT500
Managerial Accounting
3 credits
Understand and apply accounting information for effective financial decision making in the strategic planning process.

ACT505†
Advanced Theory and Practice
3 credits
This course will explore advanced topics related to generally accepted accounting principles (GAAP) including professional pronouncements and reporting regulations. Students will learn how to apply GAAP to business combinations, consolidated financial statements, and current issues in international accounting. Prerequisite: ACT500, FIN500, or equivalent coursework. This course is no longer available.

ACT506
Advanced Accounting II
3 credits
This course advances a student’s knowledge of the principles of accounting. Students will gain a complex understanding of partnerships, mergers, acquisitions, and consolidations. Students will explore foreign currency concepts and reporting, derivatives and hedging accounting, and segment and interim financial reporting. Prerequisite: ACT470 or prior knowledge of consolidations process

ACT510
Forensic Accounting and Fraud Examination
3 credits
This course explores various types and methods of financial fraud to provide students with ways to prevent and deter fraudulent occurrences in a financial environment. Topics include identifying the warning signs of fraud; fraud prevention, deterrence, and detection; fraud investigation methods; and litigation processes including fraud loss recovery, expert witness testimony, and resolution.

ACT520
International Accounting
3 credits
This course provides a thorough survey of international accounting practices and principles. Students learn the differences in accounting thoughts, practices, and principles among accounting standards such as the International Financial Reporting Standards (IFRS) and the U.S. Generally Accepted Accounting Principles (US GAAP). Other topics in the course include foreign currency translation, national and international financial statements, international transfer pricing, international taxation issues, ethical implications associated with accounting standards and reporting systems, and strategic accounting problems and issues for multinational corporations.

ACT550
Advanced Income Taxation
3 credits
This course is an in-depth study of pass-through entities, estates, and gift taxation. Students will learn how partnerships, S corporations, and limited liability companies are taxed. Basic estate planning will be discussed, as well as federal estate, trust, and gift taxation.
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ACT551
Advanced Tax Policy and Research
3 credits
The course focuses on utilization of tax research tools and development of an understanding of tax policy issues as they arise in economic and social policy as well as professional accounting settings. Using cases and other materials, students will learn concepts such as the hierarchy of tax authorities, tax research methodologies, tax policies and laws, recent trends in taxation, as well as develop effective accounting presentation and communication skills. Recommended Prior Course: ACT405 or equivalent, ACT415 or equivalent, and ACT550.

ACT555
Advanced Governmental and Nonprofit Accounting
3 credits
This course explores the theories and application of authoritative guidance, rules, and regulations as they apply to governmental and not-for-profit entities. The course emphasizes the similarities and differences in the methods and procedures of government, for-profit, and not-for-profit entities. Topics include governmental accounting, accounting records in government, fund allocation, government-wide reporting, not-for-profit accounting, non-governmental not-for-profit accounting, and governmental performance measures.

ACT557
Advanced Fraud Investigations and Forensic Accounting
3 credits
This course teaches students about types of fraud, documents, sources of evidence, and analysis of internal and external fraud schemes. Emphasis is on the skills needed to identify and investigate fraud as well as the typology and investigative processes associated with an array of white-collar crimes. Students learn tools and techniques for investigating criminal cases including search warrants, civic injunctions, and forfeiture.

ACT558
Fraud and Forensic Accounting Data Analysis
3 credits
This course focuses on computer-assisted analytical techniques for fraud detection and investigation. An emphasis is placed on data solutions and the application of analytical techniques for preventive, detective, and corrective controls.

ACT560
Accounting Ethics
3 credits
This course examines current ethical and professional standards required of accountants and Certified Public Accountants. It includes theories used to predict human behavior and applies these theories to the AICPA Code of Professional Conduct and other codes of accounting practice. Students will learn ethical reasoning, objectivity, independence, integrity, and professionalism and how these elements apply to real-world situations. Prerequisite: ACT506

ACT570
Advanced Cost Accounting
3 credits
This course assists students in their ability to use cost and financial data in the planning, management, and controlling functions of an organization. Emphasis is on the budget process, utilization of internal and external data for control and performance analysis, and the allocation of resources to achieve corporate objectives.

ACT575
Advanced Auditing and Assurance Services
3 credits
This course focuses on the auditing practice performed by public accountants. Students learn the role of the CPA and auditor and the process for how audits are performed. Topics include planning for the audit, audit reporting and required communications, evaluation of internal controls, audit programs for current assets and liabilities, and audit programs for other business cycles.

ACT576
Internal Auditing
3 credits
This course is an in-depth focus on auditing of an economic entity by reviewing, testing, and evaluating the entity’s operations, risk management, governance, and controls. The course will explore the basics of internal auditing such as the mandatory guidance from the International Professional Practices Framework (IPPF), internal controls, risk concepts, and tools and techniques for conducting internal audit engagements. This course will also explore strategic and operational roles of managing internal audit function which include planning, supervision, communicating results and continuous monitoring; elements of internal audit knowledge such as governance and business ethics; risk management; and organizational structure. A strong
emphasis is placed on information technology and the global business environment.

**ACT577**  
**Advanced Information System Audit**  
**3 credits**  
This course is a survey of control and auditing techniques employed in computer-based accounting systems. It focuses on the Information Technology (IT) audit for public accountants. The course emphasizes on accounting information systems and standard business process cycles. Students learn about IT asset protection and security audit procedures. Topics include audit of Cloud Systems, asset protection, security protocols of administrators, as well as users and systems operators. Integrated into the course will be the use of tools such as a flowcharting tool - LucidChart, a computer assisted audit tool-IDEA, and a data visualization tool -Tableau.

**ACT580**  
**Capstone — Accounting**  
**3 credits**  
This Capstone course focuses on applying and synthesizing accounting concepts related to financial accounting, applications, and financial statements presentations. In this culmination of the student’s learning throughout the Master of Professional Accounting program, students apply accounting research tools to current accounting issues, provide an overview of an accounting program, and demonstrate their ability to make sound financial decisions. **Prerequisite: All major courses. Course not eligible for Prior Learning Assessment (PLA) credit.**

**ACT595**  
**Internship — Accounting**  
**3 credits**  
This course is designed for students as an opportunity to demonstrate program outcomes learned in the Master of Accounting program under the supervision of both faculty and organizational personnel. Assignments are designed to combine theory and professional practice and include weekly journals, a mid-term conference with the instructor, faculty internship coordinator, and on-site supervisor, as well as a final report reviewing the internship experience. This course may not be available in all states, see the State Specific Authorization Policy under Admissions Policies. **Prerequisite: 3 Core Courses. Course not eligible for Prior Learning Assessment (PLA) credit.**

**Art Courses**

**ART100†**  
**Visual Dynamics**  
**3 credits**  
Appreciation and understanding of visual experiences and techniques reflecting cultural dynamics of creativity. This course is no longer available.

**Biology Courses**

**BIO121**  
**Environmental Conservation**  
**3 credits**  
Environmental Conservation explores concepts in ecology and conservation biology. It starts with an introduction to ecosystems and the importance of biodiversity, then dives into different threats the environment is facing with a focus on the role of humans in creating and preventing those threats. Personal impacts on the environment and ways to reduce them are also explored. This is an approved Colorado gtPathways course. **Course not eligible for Prior Learning Assessment (PLA) credit.**

**BIO121L**  
**Environmental Conservation Lab**  
**1 credit**  
This course fulfills a general education natural science lab requirement and serves as an optional lab to accompany BIO121. This course provides a practical introduction to the scientific method and its application to questions about the natural world. Basic principles of ecology and current issues relating to the use of natural resources and environmental problems are discussed. This is an approved Colorado gtPathways course. **Course not eligible for Prior Learning Assessment (PLA) credit.**

**BIO201**  
**Public Health and the Environment**  
**3 credits**  
This course draws content and concepts from the biological sciences and public health administration. Students examine the environmental issues related to active living, food security, housing and health, and social justice as well as the relationship between economic, physical, and social environments. Students will develop skills that allow them to study characteristics of the environment that may influence public health and apply these lessons to the study of
public health research, focusing on current and future problems. This course fulfills a general education Natural and Physical Science requirement. This is an approved Colorado gtPathways course. Course not eligible for Prior Learning Assessment (PLA) credit.

**BIO205†**
**Human Anatomy and Physiology II with Lab**
4 credits
This course examines structure and function of the human body. Topics include endocrine systems, respiration, digestion, metabolism, excretion, fluid-electrolyte balance, cardiovascular and reproductive functions and special senses. This course fulfills a general education Natural and Physical Science requirement. This is an approved Colorado gtPathways course. Course not eligible for Prior Learning Assessment (PLA) credit. This course is no longer available.

**BIO210†**
**Introduction to Microbiology with Lab**
4 credits
This course introduces the core concepts of microbiology including microbial identification, physiology, genetics, and ecology. The interactions between microbes and humans are emphasized by discussion of infectious diseases, immunology, epidemiology, and biotechnology. Students will learn the fundamentals of microbiology lab techniques by conducting virtual experiments. This course fulfills a general education Natural and Physical Science requirement. This course fulfills a microbiology for nursing requirement. Course not eligible for Prior Learning Assessment (PLA) credit. This course is no longer available.

**Chemistry Courses**

**CHE101**
**Introduction to Chemistry**
4 credits
This course will provide an introduction to chemistry. There will be a broad range of topics covered from chemistry in our lives to matter, energy, atoms and elements, nuclear chemistry, compounds, reactions, and solution chemistry. This course fulfills a chemistry for nursing requirement. This course fulfills a general education Natural and Physical Science requirement. This is an approved Colorado gtPathways course. Course not eligible for Prior Learning Assessment (PLA) credit.

**Communication Courses**

**COM200**
**Effective Oral Communication**
3 credits
During this course, students will develop the skills necessary to speak confidently inside and outside the classroom. Close attention to speaking purpose, managing speech anxiety, audience analysis, research, organization, visual aids, delivery, audience participation and self-reflection will help students develop the skills needed to present information clearly and confidently to others in class as well as in work settings. Topics covered also include effective listening skills, providing peer feedback, and speech analysis. Course not eligible for Prior Learning Assessment (PLA) credit.
COM300
Effective Communication: Research and Writing
3 credits
Identify and examine formats, principles, and research tools necessary for effective written communication. A practical approach for leaders in managing the diversity and dynamics of communication needs to achieve desired results. This course fulfills a general education communication requirement. *(This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)*

COM301
Research and Writing for the Communication Professional
3 credits
This course is designed to help students develop a writing style that is unified, clear, coherent, and effective. As an applied writing course, students will use scenarios to become competent in the skills of business and academic writing. On completion of this course, students should be able to create a variety of writing formats, apply grammar skills, and exhibit effective research techniques and formatting practices. *(This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)*

COM302
Principles of Public Relations
3 credits
This course provides an overview of the public relations profession from its historic beginnings to its contemporary role in society. The course also provides a foundation for the public relations sequence by exploring its definitions, history, ethics, principles, strategic planning, and career possibilities. *(This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)*

COM305
Communication in the Global Information Age
3 credits
This course brings historical and theoretical perspectives to bear on the exploration of practices in the digital media environment. From interpersonal exchanges to organizational interactions to global culture, economy, and politics, the possibilities and practices associated with how digital media are influencing the world of communication will be explored. Finally, in this course students will examine the impact and implications digital media have on our contemporary communication approaches. *(This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)*

COM310
Interpersonal Communication
3 credits
This course examines interpersonal communication within work, family, and social contexts. The course will focus on message development, delivery, listening skills, feedback, causes for communication breakdowns, and other variables impacting the interpersonal communication process. *(This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)*

COM312
Public Relations Techniques
3 credits
This course introduces the basic principles associated with writing in a variety of styles and to multiple publics. Students learn how to construct specialized written documents such as backgrounders, biographies, pitch letters, and news releases. Students will also learn the features of effective design and what design options exist. *(This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)*

COM315
Intercultural Communication
3 credits
This course explores issues related to intercultural communication, including various theoretical and practical aspects of how culture influences communication. We will consider the important roles of context (social, cultural, and historical) in intercultural interactions. By applying and considering various approaches to the study of intercultural communication, we will also come to appreciate the complexity and dialectical tensions involved in intercultural interactions. The course will also apply intercultural communication theories to practical situations (organizations, relationships, business, etc.). This learning process should enhance self-reflection, flexibility, and sensitivity in intercultural communication. *(This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)*

COM320
Mass Communications
3 credits
Gain an understanding of mass communication and its relationship to society including theories in mass communi-
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COMMUNICATION, CONTEMPORARY ISSUES, AND THE IMPACT OF MEDIA.

(This course is also offered through SSA. Credits earned using this option will appear on transcripts with an "S" suffix.)

COM321
Campaign and Event Planning
3 credits
This course introduces the systematic process of researching, planning, conducting, and evaluating the major elements of both campaigns and events. The course focuses on establishing campaign and event goals, objectives, strategies, and tactics. Students will also analyze public relations campaigns locally, nationally, and internationally.

(This course is also offered through SSA. Credits earned using this option will appear on transcripts with an "S" suffix.)

COM325
Mass Communication and Society
3 credits
COM325 Mass Communication and Society provides a critical examination of the influence and power of media upon culture and society. Mass communication institutions and their products affect how we perceive reality, influence our priorities, shape our identities, and frame our views of the world around us. Alternately the media are both shaped by our society and culture and tools in the hands of the audiences that use them.

(This course is also offered through SSA. Credits earned using this option will appear on transcripts with an "S" suffix.)

COM335
Foundations of Strategic Communication
3 credits
This course is designed to introduce students to an understanding of strategic communication from a theoretical and strategic management perspective. In addition this course introduces students to the practical writing skills associated with entry-level strategic communications practice. Students will be exposed to different forms and styles of strategic writing and how these communication activities are guided by theory. Prerequisite: COM301 (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

COM340
Social Media and Public Relations
3 credits
This course examines the strategic use of social media for public communication. The course applies classic and contemporary theory to new media and technologies. Students will understand the practical knowledge and insights required to establish objectives and strategies, properly select social media platforms to engage publics, and monitor and measure the results of these efforts.

(This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

COM360
International Public Relations
3 credits
This course introduces students to the global perspective of public relations. The course focuses on the application of principles, models, and theories associated with international public relations. As public relations practices have changed, so has our need to explore these realms outside our borders. The course focuses on culture, identity, global regulations, communications, and ethical practices in a globalized world. Students will evaluate the moral and ethical implications of international public relations practices. Finally, future professionals will appreciate the opportunities that can be gained in this field despite the complex nature of PR practices across the globe.

(This course is also offered through SSA. Credits earned using this option will appear on transcripts with an "S" suffix.)

COM355†
Media and Society
3 credits
Explore the interactions of society, information, communication, and the electronic media, and gain an understanding of their intertwined evolution.

(This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

COM400
Strategic Communication
3 credits
This course introduces students to the heart of strategic communication: organizational reputation and relationship management. Students will apply and expand theory to practice by learning how to make, justify, and assess the impact of organizational decisions on internal and external relationships, corporate image, reputation, ethics, and trust. Recommended Prior Course: COM335 (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)
COM425  
**Communication Conflict and Persuasion**  
3 credits  
This course examines communication and conflict in interpersonal, interpersonal, intercultural, and organizational contexts. Topics covered include conflict styles and strategies for conflict resolution, including collaboration, mediation, and negotiation. The course also considers the role of persuasion in the management of conflict, particularly its role in successful negotiation. Major theories of conflict resolution and persuasion are also addressed. Recommended Prior Courses: COM310 and COM315. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

COM455  
**Technical Communication**  
3 credits  
This course emphasizes the strategies and formats required for effective written communication in professional and technical fields. The course requires students to develop clear, concise writing strategies in various formats (including manuals, proposals, statements, and white papers) geared to appropriate audiences, as well as the use of graphics and technology to effectively communicate technical information. Recommended Prior Course: COM300. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.) Course not eligible for Prior Learning Assessment (PLA) credit.

COM480  
**Capstone—Applied Communication Strategies**  
3 credits  
In this capstone course, students will engage in discussions and complete assignments that address the program outcomes for the Bachelor of Science in Communication. Students will demonstrate what was learned throughout the communication studies program by applying leadership, critical-thinking, problem-solving and creativity skills to real-world situations, leading to concrete career opportunities. The course will include using the resources available in the CSU-Global Career Center, culminating in developing a career plan and resume. Prerequisite: All core and specialization courses. Course not eligible for Prior Learning Assessment (PLA) credit.

COM495  
**Communications Practicum**  
3 credits  
This course is designed for students as an opportunity to demonstrate program outcomes learned in the B.S. in Communication under the supervision of both faculty and organizational personnel. Assignments are designed to combine theory and professional practice and include weekly journals, a mid-term conference with the instructor, faculty practicum coordinator, and on-site supervisor, as well as a final report reviewing the practicum experience. This course may not be available in all states, see the State Specific Authorization Policy under Admissions Policies. Prerequisite: COM301. Course not eligible for Prior Learning Assessment (PLA) credit.

**Construction Management Courses**

CMG300  
**Fundamentals of Construction Management**  
3 Credits  
CMG300 intends to teach students the theory and practice of construction management, from conception through the end of the construction phase. This course is designed to give the students an overview of the knowledge, skills, tools, and techniques to direct construction projects toward their successful completion. It will provide an overview of the construction industry and its typical business relationships. The course will provide the foundational processes required for construction managers to implement different business practices and strategies, to ensure construction projects can successfully be implemented. The course also provides an overview of the construction industry’s roles, responsibilities, and risks from perspectives of the key parties and stakeholders involved in construction projects. Other topics to be taught are project delivery systems and contract types, construction phases, planning and scheduling, coordination, time and cost control, supervision of project sites, productivity studies, safety and health. Case studies are utilized to explore the related issues and to provide real-world scenarios to reinforce the course’s learning objectives and materials.

CMG400  
**Construction Cost Estimating**  
3 credits  
This course covers cost estimating for residential, light commercial, heavy, and highway construction projects. Students will learn how to prepare competitive bids with detailed quantity take-off and pricing of materials, labor, equipment, and subcontracts. Additionally, students will evaluate three complete sets of drawings and specifications in order to reinforce their understanding of quantity take-offs while using spreadsheet and computerized estimating software throughout the course to complete project cost estimates.
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CMG450
Materials Used in Construction
3 Credits
This course focuses on providing each student with a general idea of how materials are employed within construction projects, including a study of properties, uses, and methods of assembly of different types of building materials within design concepts. Students will explore the different uses of construction materials, such as, Portland cement, asphalt, wood, steel, and masonry. Areas of study include the investigation, testing, classification, and engineering properties of materials as well as the modification techniques according to ASTM standards and government laws and regulations.

CMG460†
Structural Analysis and Design
3 Credits
This course provides students with a study of the properties statics, strength of materials, and theory of structures as it relates to loads being imposed on a building component or member. Students will apply the knowledge gained within this course to design wood, concrete, and steel structural members within building systems based on the load factors under consideration. At the completion of this course students will gain an understanding of the design principles associated with beam, columns, and fastening connections for the erection of major structural building systems. This course is no longer available.

CMG465
Sustainable Development
3 Credits
This is an interdisciplinary course that provides students with an understanding of the main concepts of sustainability, sustainable-development principles, and key challenges and solutions to meet sustainable-development goals, including economic, social, and environmental initiatives. Students in this course will gain an in-depth insight into the environmental issues, including climate change, natural resource consumption, and ecosystems issues resulting from industrial development. Students will also learn about the policies, standards, technologies, methodologies, and best practices that offer sustainability solutions to economic and social development problems.

Criminal Justice Courses

CRJ300
Introduction to Criminal Justice
3 credits
In this course, students will be introduced to the study of philosophy and history of criminal justice globally. Topics include an examination of criminal justice agencies such as police and security agencies, courts, and corrections, operating as an interacting system. Students will gain fundamental knowledge about criminal justice that will prepare them for future studies in discipline and also explore exciting contemporary topics such as white collar crime, cybercrime and criminology. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

CRJ305
Criminology
3 credits
In this course, students explore crime, its micro and macro social context, and underlying causes. Students will be introduced to various theoretical perspectives explaining crime and, by the end of the course, apply relevant theories to explain crime and criminal behavior. Students will study victimology and learn about victimless crimes. Students will also be acquainted with the primary sources of crime statistics, which are an essential component in studying crime and testing theories. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

CRJ310
Law Enforcement and American Policing
3 credits
In this course, students will learn about the history of American policing, current issues and challenges, best practices, various roles and tasks, as well as legal, ethical, and public accountability. A thorough overview of the American system of law enforcement, examining the origins, development, roles, and operations of policing in a modern democratic society will also be covered. Students will develop a detailed understanding of the issues involved in policing a democratic society and examine critical issues and new advances in law enforcement. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)
CRJ315  
Corrections  
3 credits  
In this course, students gain an overview of the establishment and function of jails and prisons and the punishment of criminals. Issues covered include philosophies of punishment and rehabilitation, sentencing, special prison populations, recidivism, and future challenges for the field of corrections. Students learn implications resulting from penology and punishment.

CRJ320  
Juvenile Justice  
3 credits  
In this course, focus begins with the history of adolescence, delinquency, and the U.S. juvenile justice system. Students examine theories on the causes of delinquency and study police, courts, corrections, and rule of law as applied to youth in order to recognize the problems and issues associated with measuring juvenile crime and victimization. In addition, the students will explore contemporary themes such as school violence, drugs, and bullying. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

CRJ325  
Introduction to Forensic Psychology  
3 credits  
In this course, students examine major areas of interest shared by psychology and law, including the use of psychological assessments in court, issues of criminal responsibility, criminal profiling, and the use of psychological knowledge in prisons. Students apply knowledge of human behavior and through processes to a variety of legal contexts covered in this course. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

CRJ330  
Research Methods of the Criminal Justice Professional  
3 credits  
In this course, students are introduced to statistical techniques most commonly encountered in the analysis of quantitative data in social and criminal justice fields. Emphasis is placed on descriptive and inferential statistics. The learning experience culminates a comprehensive report of hypothesis testing with secondary data.

CRJ335  
Laws of Evidence  
3 credits  
In this course, students draw upon a mix of problems and cases to examine major evidentiary rules and standards that regulate admission of proof at criminal trial. Concepts include relevance; the use of character and scientific evidence; the definition and use of hearsay; the use of real and demonstrative evidence; the proper method of impeaching witnesses, foundation and authentication requirements; and the law of privileges. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

CRJ336  
Criminal Investigation  
3 credits  
In this course, students examine the theory and practice of modern investigation methods for law enforcement and private sector agencies. Topics include techniques and procedure for evidence collection, preservation, and presentation, as well as investigation resources, including crime laboratory and databases. Students explore current investigative techniques and tools applied in criminal investigations and also address exciting trending topics such as cybercrime, profiling, and white collar crime. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

CRJ340  
Restorative and Community Based Justice  
3 credits  
In this course, students are introduced to the origins, theories, controversies, and practices, both past and present, of restorative and transformative justice as alternative responses to resolve conflicts. Course material also interrogates the question: “when is it appropriate to forgive rather than to punish?” and examines how restorative justice is employed and practiced to address crime, school discipline, and other types of conflict around the world.

CRJ360†  
Leadership in Contemporary Criminal Justice Environments  
3 credits  
This course introduces and explores the unique characteristics and attributes of leadership in criminal justice organizations. Students will learn and apply those theories of leadership most applicable to the unique working environ-
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CRJ420
Criminal Justice and the Constitution
3 credits
In this course, students explore the theory and practice of modern criminal investigation techniques. Topics include tactics and procedures for crime scene evidence collection, preservation, and presentation. Students learn investigative approaches in specific forms of crime and develop a working knowledge of the steps of investigation, beginning with the initial crime scene, and ending with evidence. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

CRJ425
Criminal Law
3 credits
In this course, students will focus on all aspects of the fundamentals of criminal law. Major topics covered in the course include: elements of various types of crimes; requisite mental states for crimes; the nature and purpose of criminal responsibility; criminal defenses, including justification and excuse; and theories of criminal responsibility. This course also examines specific criminal cases to illustrate and apply many of the legal principles covered.

CRJ426
Investigative and Forensic Interviewing
3 credits
In this course, students explore the importance of conducting investigative interview and interrogations as the foundation for all levels of law enforcement and private investigative case work, intelligence development, and assessment and planning. The major course components include structure of the interview, cognitive interviewing, detection of deception, and elements of interrogation. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

CRJ430†
Fundamentals of Penology
3 credits
This course is an overview of the establishment and function of jails and prisons and the punishment of criminals. Issues covered include philosophies of punishment and rehabilitation, sentencing, special prison populations, recidivism, and future challenges for the field of corrections. Students learn implications resulting from penology and punishment. (This course is no longer available.)

CRJ431
Victimology
3 credits
In this course, students examine the definitions, theories, and causes of victimization. Topics also include the criminal and civil processes available to protect and restore victims of crime. The social, personal, and economic impacts of crime on individuals, organizations, and society are also examined.

CRJ440
Ethics for the Criminal Justice Professional
3 credits
In this course, students explore the theory, practice, and application of ethics to the field of criminal justice. The course will focus on understanding how ethics works with the practice of criminal justice. This course prepares students for further inquiry into ethics by providing a solid foundation of its role in criminal justice policy and practice.

CRJ450
Investigative Forensic Photography
3 credits
In this course, students learn the art of reproducing crime, accident, or autopsy scenes using photography to aid in investigation or for the benefit of a court. Students examine the principles, theory, techniques and ethics of photography in digital format as applied in criminal investigation and within the field of forensics. Discussions are focused on the use of photographs in court and the testimony of the photography. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

CRJ460
Managing Criminal Justice Organizations
3 credits
In this course, students explore the history of adolescence, delinquency, and the U.S. juvenile justice system. Students examine theories on the causes of delinquency and study police, courts, corrections, and rule of law as applied to youth in order to recognize the problems and issues associated with measuring juvenile crime and victimization. In addition, the students will explore contemporary themes such as school violence, drugs and bullying.
CRJ465
Crime Scene Investigation (CSI)
4 credits
In this course, students focus on the application of scientific methods for the examination of physical evidence in the criminal justice system including microscopy, ballistics, pattern recognition, and fingerprint analysis. Students apply critical-thinking skills to analyze evidence using scientific processes and procedures.

CRJ470
Race, Class, and Crime
3 credits
This class is an examination of the impact of race, social class, and crime on the justice system, the occurrence of crime, and punishment. The course interrogates the question: “Does skin color influence justice in America?” Students learn race and class as social constructs and explore them in relationship to crime rates, and their impact on society and communities through law enforcement practice, incarceration, sentencing policies, as well as the economic and political systems. This course will examine the role of implicit bias in the criminal justice system. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

CRJ480
Capstone—Application of Criminal Justice Knowledge and Skills
3 credits
This course focuses on a criminal justice issue in-depth at the national and international levels. Prerequisite: All core and specialization courses. Course not eligible for Prior Learning Assessment (PLA) credit.

CRJ495
Criminal Justice Practicum
3 credits
This course is designed for students who currently participate on the staff of a criminal justice or related service agency as an opportunity to demonstrate program outcomes learned in the B.S. in Criminal Justice and Law Enforcement Administration under the supervision of both faculty and agency personnel. Assignments are designed to combine theory and professional practice and include weekly journals, a mid-term conference with the faculty practicum coordinator and on-site supervisor as well as a final report. This course may not be available in all states, see the State Specific Authorization Policy under Admissions Policies. Prerequisite: Students must successfully complete three courses (nine credits) prior to taking the practicum. Course not eligible for Prior Learning Assessment (PLA) credit.

CRJ500
Criminological Theory
3 credits
In this course, students will gain an understanding of the major schools of thought about crime causation (sociological, psychological, and biological) and identify the primary positions of each theoretical approach. In addition, students will examine the role of theories in reasoning and organizing studies of crime and control, and discern policy implications of various theories. In completing the course, students will gain/ improve their library research skills and acquaint themselves with APA style and citing sources.

CRJ530
Ethics, Justice, and Social Control
3 credits
In this course, students explore the study of theory, practice, and applications of ethics in criminal justice. Students engage in a philosophical undertaking that seeks to understand and justify moral standards and policies and practices that are presently applied to the occupations that comprise the criminal justice system. The course fosters the students understanding of economics, ethics, law, and power towards constructs of morality.

CRJ540
Criminal Justice Policy Development and Analysis
3 credits
This course explores the process of policy making in the justice system, including an examination of the ways policy decisions impact criminal justice organizations. Students will learn the fundamentals of the policy process, including agenda setting, implementation, and evaluation. Students will also explore the impact of media and other external forces on setting the policy agenda at the local, state, and federal levels. This course will prepare the student for further inquiry into policy making and the policy process, providing a solid foundation for students to understand the role of policy in justice system practices.

CRJ545
Restorative Justice: A Social Movement
In this course, students will explore restorative justice, which has emerged on the international scene as an umbrella concept and social movement. Topics include empirical evidence for restorative justice, critical issues and gaps in theory and practice, and the integrity and overall direction of the movement. Students will explore the needs
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and roles of key stakeholders (victim, offenders, communities, and justice systems), the values and assumptions of the movement (including its spiritual and religious roots), and current practices in the United States and beyond.

CRJ550
Administration and Management of Criminal Justice Organizations
3 credits
In this course, students will learn about the theories of organizational behavior and the management of justice organizations. Students will examine challenges facing criminal justice leaders who manage resources and employees who are responsible for public safety. Class discussions will expand students’ understanding of what differentiates criminal justice organizations from private and other, public, organizations.

CRJ555
Fraud Examination and Prevention
3 credits
In this course, students examine the act of fraud, motivations for committing fraud, ways to combat fraud, methods of fraud prevention, symptoms of fraud, legal resolution of fraud, and methods of fraud detection. Students focus on fraud investigation and the types of evidence necessary for fraud actions and learn the requirements of a fraud report. This course also identifies the various types of fraud including fraud against organizations, fraud on behalf of organizations, and assessment of fraud risk in e-commerce.

CRJ556
Criminal Justice and Legal Concepts of Fraud
3 credits
In this course, students develop an overview of the legal systems involved in dealing with fraud and the processes and procedures of fraud investigation, prosecution, and legal remedies required for fraud management professionals. The course includes overviews of types of fraud and of the U.S. court system, and further explores fraud as a civil cause of action and as a crime. In discussion, fraud as a crime, emphasis is placed on criminal procedure and the rights of the defendant. Students are also introduced to concepts related to evidence and the role of the expert witness in a fraud case.

CRJ557
Fraud Investigation
3 credits
In this course we will review types of fraud, documents associated with criminal investigation of fraud, sources of evidence, and analysis of internal and external fraud schemes. Emphasis on the skills needed to identify and investigate fraud will be reviewed. The typology and investigative processes associated with an array of white-collar crimes will be analyzed. Review of the process of serving search warrants, civic injunctions, and forfeiture will be addressed. A full range of investigative tools and techniques involved in investigating white-collar criminal cases will be examined. Examples of important documents such as search warrants, seizure warrants, and civil injunction declarations will be given.

CRJ558
Fraud Data Analysis
3 credits
This course focuses on computer-assisted analytical techniques for fraud detection and investigation. Students will learn about solutions to data problems and applications of analytical techniques for preventative, detective, and corrective controls. Students will gain an understanding of advanced fraud analytics, such as using Benfords Law, and also explore analyzing written statements, bank records, and exploring investment swindles and con schemes.

CRJ560†
Communities and the Administration of Justice
3 credits
Understand the role communities play in the administration of justice and the responsibility of criminal justice organizations to involve communities in justice planning. This course is no longer available.

CRJ570
Applied Research for Criminal Justice Professionals
3 credits
In this course, students will develop a practical understanding of the most common research tools and techniques used by public and private sector criminal justice organizations. Students are able to contextualize criminal behavior while developing skills using tools for resource allocation within criminal justice agencies. The course also explores both traditional and more contemporary approaches to research.
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**CRJ575**  
**Analytical Methods**  
**3 credits**  
In this course, students will gain a strong foundation for applying analytical skills and reasoning in the criminal justice environment. Students will gain a working knowledge of conducting, critically evaluating, and reporting statistical analyses for studies in criminology and the criminal justice fields. The emphasis will be on hypothesis testing with bivariate statistical methods and the linear regression model.

**CRJ580**  
**Criminal Justice Capstone Experience**  
**3 credits**  
In this course, students will understand and integrate research and components of crime and justice administration/management as learned throughout the Master of Criminal Justice program. Students evaluate a social intervention or justice policy by reviewing research evidence and making proper recommendations. The course centers on the completion of an evidence-based capstone work that will serve as the essential foundation of a professional portfolio. Students will utilize all learned skills, theories, techniques, and knowledge learned through their academic program and apply them within many areas of this course. **Prerequisite:** All core and specialization courses. **Course not eligible for Prior Learning Assessment (PLA) credit.**

**CRJ595**  
**Criminal Justice Internship**  
**3 credits**  
In this course, students participate on the staff of a criminal justice or related service agency under the co-supervision of faculty and agency personnel. Weekly journals and a mid-term report are required and combine theory and observation of professional practice. Other course requirements include a mid-term conference with the faculty internship coordinator and evaluation of the on-site supervisor. On-site hours are determined by credit hours. This course may not be available in all states, see the State Specific Authorization Policy under Admissions Policies. **Prerequisite:** Students must successfully complete three courses (nine credits) prior to taking the internship. **Course not eligible for Prior Learning Assessment (PLA) credit.**

**Computer Programming Courses**

**CSC320**  
**Programming I**  
**3 credits**  
This course provides students with the skills needed to become a Java object-oriented programmer. Students will learn to program applications using discrete structures and developing programs that access and update stored information from local databases and servers. Students will also learn the underlying features and use of programming language translation and static program analysis including run-time components such as memory management in different operating system environments. **Recommended prerequisite:** ITS310. **Course not eligible for Prior Learning Assessment (PLA) credit.**

**CSC372**  
**Programming II**  
**3 credits**  
This course provides students with the skills needed to become a Java object-oriented programmer. Students will learn to program applications using discrete structures and developing programs that access and update stored information from local databases and servers. Students will also learn the underlying features and use of programming language translation and static program analysis including run-time components such as memory management in different operating system environments. **Prerequisite:** CSC320. **Course not eligible for Prior Learning Assessment (PLA) credit.**

**CSC400**  
**Data Structures and Algorithms**  
**3 credits**  
This course provides an overview of data structures including arrays, lists, trees, graphs, hashes, and files. Students will apply techniques to analyze algorithms and to compare data structures. **Required Prerequisite:** CSC372

**CSC450**  
**Programming III**  
**3 credits**  
This course places a heavy emphasis on students’ ability to develop secure and functional computer programs using either Java or C++ programming languages. Students will use programming knowledge to complete programming projects based on real-world scenarios that reflect problems in most organizations. Additionally, students will check the security posture of the code by performing checks during development that will be documented and
mitigated. Students will be covering topics and concepts such as ensuring security and functionality of computer programs. Required Prerequisite CSC400. Course not eligible for Prior Learning Assessment (PLA) credit.

CSC470
Software Engineering
3 credits
This course teaches students software assurance best practices and methodologies to protect and defend information and information systems. Students will also learn software integration and testing techniques including black and white box, regression, and unit testing as well as inspection and debugging software in order to maximize value in a business environment. Students will also be exposed to the Software Development Life Cycle (SDLC) which includes requirements analysis; logic design (UML); physical design, and system maintenance. Prerequisite: CSC450

CSC475
Platform Based Development
3 credits
In this course, students demonstrate a firm understanding of development concepts in multiple environments by designing simple web and mobile applications. Students will analyze specific programming requirements for multiple platforms including: web platforms, mobile platforms, industrial platforms, game platforms, and tactical platforms. Prerequisite: CSC400. Course not eligible for Prior Learning Assessment (PLA) credit.

Economics Courses

ECN205
Global Perspectives: Economies of Asia and the Pacific Rim
3 credits
This course explores the economies and economic structures and institutions of Asia and the Pacific Rim. Emphasis is placed on models of economic growth and theoretical analysis pertaining to countries including China, Japan, and the Southeast Asian region. The course will also conduct historical analysis of Asian economies and the Asian economy more broadly and examine the relationships between Asia and the global economy. This course is no longer available.

ECN210
Microeconomic Principles
3 credits
Microeconomics addresses the economic decisions made at the individual level, by individual consumers or individual firms, after evaluating resources, costs, and tradeoffs. Topics include microeconomic concepts and analysis; supply and demand analysis; theories of the firm and individual behavior; competition and monopoly; environmental externalities and the public good; and, the role of the government in the domestic and global economy. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.) This course is considered prerequisite and may be waived through transfer of equivalent lower division coursework or demonstrated workplace knowledge.

ECN215
Macroeconomic Principles
3 Credits
An understanding of the theories of economics in a global context. Emphasis on the application of the concepts of demand and elasticity, international rate determination and balance of payments, national and international financial system and institutions, and macroeconomic indicators. This course is a replacement course for ECN400 as of the 2016-2017 Winter A term. Students cannot receive credit for both these courses. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.) This course is considered prerequisite and may be waived through transfer of equivalent lower division coursework or demonstrated workplace knowledge. BSBM majors enrolled prior to Winter A 2018 will take ECN310 and ECN315. BSBM majors enrolled after Winter A 2018 will take the prerequisites of ECN210 and ECN215.

ECN310
Microeconomic Principles
3 Credits
Microeconomics addresses the economic decisions made at the individual level, by individual consumers or individual firms, after evaluating resources, costs, and tradeoffs. Topics include microeconomic concepts and analysis; supply and demand analysis; theories of the firm and individual behavior; competition and monopoly; environmental externalities and the public good; and, the role of the government in the domestic and global economy. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.) This course is considered prerequisite and may be waived through transfer of equivalent lower division coursework or demonstrated work-
place knowledge. BSBM majors enrolled prior to Winter A 2018 will take ECN310 and ECN315. BSBM majors enrolled after Winter A 2018 will take the prerequisites of ECN210 and ECN215. No longer offered as of Spring A 2019.

**ECN315**
**Macroeconomic Principles**
**3 Credits**
An understanding of the theories of economics in a global context. Emphasis on the application of the concepts of demand and elasticity, international rate determination and balance of payments, national and international financial system and institutions, and macroeconomic indicators. This course is a replacement course for ECN400 as of the 2016-2017 Winter A term. Students cannot receive credit for both these courses. *(This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.) This course is considered prerequisite and may be waived through transfer of equivalent lower division coursework or demonstrated workplace knowledge. BSBM majors enrolled prior to Winter A 2018 will take ECN310 and ECN315. BSBM majors enrolled prior to Winter A 2018 will take ECN310 and ECN315. BSBM majors enrolled after Winter A 2018 will take the prerequisites of ECN210 and ECN215. No longer offered as of Spring A 2019.

**ECN400**
**Managerial Economics**
**3 credits**
An understanding of the theories of economics in a global context. Emphasis on the application of the concepts of demand and elasticity, international rate determination and balance of payments, national and international financial system and institutions, and macroeconomic indicators. Students in the Bachelor of Science in Business Management program prior to the 2016-2017 Winter A term take ECN400. *(This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

**ECN410**
**Comparative Economics and Global Business 1800 to Present**
**3 credits**
This course focuses on the history of business, technology and innovation from 1800 to the present. Major topics include ethics, culture, industrial revolution, technology and innovation, government and the impact of business practices across time and the globe. *(This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

**ECN500**
**Global Economics**
**3 credits**
This course applies and examines classical economic knowledge of international trade and finance to inform decision making in the areas of business, management, and policy. Topics such as classical trade theory, barriers to trade, regulatory policies, gross domestic product, and international banking are explored.

**Education Leadership Courses**

**EDL500**
**Strategic Leadership**
**3 credits**
This course examines the goals and objectives for individuals and groups to shape school culture, climate, and values. Students learn to facilitate the development of a shared strategic vision and prioritize the student and staff needs of a school within community and district contexts. **Prerequisite:** All admission criteria for the licensure program must be met. Course not eligible for Prior Learning Assessment (PLA) credit.

**EDL510**
**School Leadership Internship**
**3 credits**
This course fulfills the internship requirement of the Education Leadership Principal Licensure program at CSU-Global Campus. Prior to enrolling in this course, students should have completed the 300 total hours (approximately six hours per week) of internship activities that specifically relate to course content in the other EDL courses within the program. Learners will then complete assignments that focus on their clinical observation and application of knowledge and skills in various situations. This course must be completed at the same time as OTL568 and therefore allows students to complete six graduate credits in one term without completing a course overload request. This course may not be available in all states, see the State Specific Authorization Policy under Admissions Policies. **Prerequisite:** EDL560 with co-requisite of OTL568. Course not eligible for Prior Learning Assessment (PLA) credit.

**EDL520**
**Instructional Leadership**
**3 credits**
This course examines instructional leadership in K-12 schools with special attention to issues of promoting the success of every student. Students focus on advocating, nurturing, and sustaining a school culture and instructional
program conducive to learning and staff professional growth. Prerequisite: EDL500

EDL530  
School Culture and Equity Leadership  
3 credits  
This course introduces the ethical, social, and technical dimensions of current educational leadership practice. Topics include creating an inclusive and welcoming school climate, promoting the overall development of every student, providing instruction that meets the needs of diverse student populations, and fostering a culture that encourages continual improvement. Prerequisite: EDL520

EDL540  
Human Resource Leadership  
3 credits  
This course focuses on personnel management and instructional supervision for creating effective learning environments with diversity and equity. Students learn how to be visionary change agents by creating collaborative learning communities, engaging in reflective and research-based practices, and increasing capacity for leadership development. Prerequisite: EDL530

EDL550  
Managerial Leadership  
3 credits  
This course explores the allocation of resources for maximizing student and staff learning support. Students learn the necessary functions for managing school operations conducive to learning and ensuring a safe environment in accordance with federal/state laws and school board policies. Prerequisite: EDL540

EDL560  
External Development Leadership  
3 credits  
This course investigates the development and successful implementation of initiatives that better serve learners. Students learn to effectively design structures and processes that result in community engagement, support, and ownership. The course content focuses on proactively creating opportunities for parents, community leaders, and business representatives to participate in meaningful school activities, and provides effective strategies to leverage district and community resources in the best interest of students and their families. Prerequisite: EDL550. Course not eligible for Prior Learning Assessment (PLA) credit.

Emergency Management Courses

EMG300  
Foundations of Emergency Management  
3 credits  
In this course, the student will explore the global view of emergency management. Students will study the disciplines of emergency management and communication within the context of historical events through examination of case studies of natural and man-made disasters. It introduces students to concepts and challenges of crises operations. Additionally, topics include exploration of the connections between national-level policy and state-level programs that emphasize the development of integrated plans. Finally, the course combines lessons learned from historical events with emergency management concepts to improve preparedness and minimize the effects of future hazards and threats. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

EMG325  
Hazard Mitigation  
3 credits  
In this course, students focus on mitigation, or actions taken that reduce or eliminate hazard risks to citizens and property. It also addresses how this is an ongoing phase in which communities continually pursue mitigation efforts through thoughtful planning and effective leadership. Additionally, methods will be presented on how emergency management personnel can attempt to influence human behavior during a crisis. Finally, mitigation activities such as planning, strategizing, and implementation of action items will be explored.

EMG375  
Disaster Response  
3 credits  
In this course, students explore disaster response as an action taken immediately before, during, or directly after an emergency occurs, to save lives and minimize damage to property. Topics include disaster response activities, warning people of severe weather, evacuating those considered to be at risk, and sheltering the affected population. It also explores providing emergency medical care, relaying information to the public, and managing the arrival of donations and volunteers. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)
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EMG400
Disaster Recovery
3 credits
In this class, students will examine disaster recovery as the last phase of the ongoing emergency management cycle of mitigation, preparedness, response, and recovery. It focuses on the complex process that involves the whole community of public, private, and non-governmental organizations to restore the community back to normal. The recovery process can take months and sometimes years to complete. Students also learn about community leaders and identify the stakeholders and the components of the recovery process, the community develops a recovery plan that describes the short-term and long-term goals to achieve restoration and healing after the disaster. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

EMG450
Comprehensive Emergency Planning
3 credits
Emergency planning at the local, state, and federal levels of government has evolved since 1900. In the last 114 years, the population and disasters have increased that caused some social populations to experience more suffering than others. The outcry from the multitude of disaster affected populations directed the public’s attention to the focusing event. Emergency management at all levels of government evaluated the risks, policies, emergency plans to improve planning and response efforts, and provide sufficient resources. Local communities evaluated their risks, the vulnerable populations, and resources to improve their emergency plans. Natural and man-made disasters have greatly diversified and increased in magnitude that require continual evaluation of policies and emergency plans. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

English Courses

ENG101
Composition I
3 credits
This course introduces students to the skills and requirements of proper academic writing at the college level. Emphasis is placed on the planning, writing, and revising of compositions including the development of critical and logical thinking skills. Students will learn the basics of proper essay format, information literacy, research skills, and library use at the university. The course supports the development of composition skills through the practice and feedback of critical-thinking assignments and a final portfolio research report project. This course fulfills a general education Communication requirement. This is an approved Colorado gtPathways course. Course not eligible for Prior Learning Assessment (PLA) credit.

ENG102
Composition II
3 credits
This course emphasizes critical and logical thinking, problem definition, research strategies, and writing argumentative papers that incorporate research. Students develop the skills necessary for planning and writing research-based essays and projects for other courses as well as learn to gather and prepare information for professional reports. The APA writing style and format as taught at CSU-Global is applied throughout all written assignments as students are encouraged to become responsible members of the CSU-Global research community. This course fulfills a general education Communication requirement. This is an approved Colorado gtPathways course. Course not eligible for Prior Learning Assessment (PLA) credit.

ENG130
Introduction to Literature
3 credits
This course provides the study of both traditional and contemporary literary works in four major genres: short fiction, the novel, poetry, and drama. Students examine literary elements such as character, plot, theme, setting, and symbolism, thus furthering their understanding and appreciation of the literary work. This course fulfills a general education Arts and Humanities requirement. This is an approved Colorado gtPathways course. Course not eligible for Prior Learning Assessment (PLA) credit.

ENG501
Studies and Composition Studies in Pedagogy
3 credits
This course establishes the academic foundation for graduate English studies at CSU-Global Campus. Students will learn the process for developing academic approaches to teaching composition in high school and college based on the current pedagogies within the composition and rhetoric academic community. Besides learning the basic foundations of academic inquiry, students will learn the critical differences between current composition theories and pedagogies in the context of how this discipline has evolved since the late 1960s and early 1970s. Based on the theories they learned in this class, students will concentrate on developing practical solutions to often confounding prob-
problems of teaching students how to write in the digital age. Course not eligible for Prior Learning Assessment (PLA) credit.

ENG510
Literary Criticism Theory
3 credits
In this course students will learn how to use the various theoretical lenses to develop coherent criticism of a literary text. An emphasis in this course will be not only to teach selected theoretical perspectives, but for students to write literary criticism based on the appropriate methodology that specifically pertains to that theory. The various theoretical lenses will include New Criticism, New Historicism, Structuralism, Deconstructionism, African American, Feminism, Marxism, Reader Response, Psychoanalytical, Gay and Lesbian, Ecocriticism, and Postcolonial. Prerequisite: ENG501. Course not eligible for Prior Learning Assessment (PLA) credit.

ENG515
History and Theory of Rhetoric
3 credits
In this course students will learn the process for developing approaches to teaching the history and theory of rhetoric in high school and college based on traditional theories within the English literary community. Students will learn the historical development of rhetoric from origins in ancient Greece to the digital age of the 21st century. Students will study Plato, Aristotle, and Cicero from the classical period, the further development of rhetoric during the medieval period, especially as was influenced by Cicero, the emergence of humanism and Aristotelean scholasticism in the Renaissance, the enlightenment of the 17th and 18th centuries that was influenced by John Locke and empiricism, the development of modern rhetoric in the 20th century to include influential thinkers such as Kenneth Burke, I.A. Richards, and Marshall McLuhan. Prerequisite: ENG501. Course not eligible for Prior Learning Assessment (PLA) credit.

ENG520
Advanced Studies in World Literature
3 credits
In this course students will study the different literary genres and styles from a range of global or world literature perspectives, including reading the traditional masterpieces, such as Homer’s The Odyssey; and a post-colonial reading, such as in Achebe’s Things Fall Apart. Students will develop various approaches of reading, especially in how different cultures develop literature that is both unique to primary English-language readers while, at the same time, literature that is compellingly similar. This course will try to bridge cultural differences while at the same time we will emphasize our similarities. Prerequisite: ENG501. Course not eligible for Prior Learning Assessment (PLA) credit.

ENG525
British Romantic Literature
3 credits
In this course students will study British Romanticism as a major intellectual, literary, and cultural movement, reading the works of the major writers of that period. Although the publication of Lyrical Ballads in 1789 traditionally marks the beginning of the English Romantic period, several English writers had already been demonstrating impulses that would be then be more formalized by writers like Wordsworth and Coleridge. The course themes will include: the Romantic ideas about nature, revolution and democratic government, the dominance of feelings and emotion over reason and logic, the importance of the common man, how art and literature should reflect the natural world, and how traditional literary forms were stretched and transformed into new modes of expression during the British Romantic period. Prerequisite: ENG501. Course not eligible for Prior Learning Assessment (PLA) credit.

ENG532
American Literature WWI to Present
3 credits
This course will cover the two major literary movements that occur during this period: Modernism and Post-Modernism. Students will discuss how the various writers who lived and wrote during these two periods both represent and contradict the definitions of these major literary movements. In a literary period where contradiction is a major thematic and stylistic approach, few writers in the modern America will ever fit into a neat package. Also discussed in this class is the emergence of diverse voices on the American literary scene. As the 20th century drew to a close and the beginning of a new century has developed: minority and previously marginalized writers have emerged as the dominant voices of the new American literature. Prerequisite: ENG501. Course not eligible for Prior Learning Assessment (PLA) credit.

English Language Learning Courses

ELL500
English Language Learners
3 credits
Methods and techniques of teaching English to children of linguistically diverse backgrounds. Course not eligible for Prior Learning Assessment (PLA) credit.

**ELL505**  
**Language Acquisition and Linguistics**  
3 credits  
Normal processes of development of language in children, growth of language, including structure, comprehension, use of oral and written language, other symbolic behavior.

**ELL520**  
**Literacy and the English Language Learner**  
3 credits  
Methods and techniques of teaching Literacy to K-12 English Language Learners.

**ELL530**  
**Assessment and Administration of ELL programs**  
3 credits  
Study of state, federal, and local laws and policies concerning ELL programs; language proficiency instruments used by teachers for assessment and placement of ELLs.

**Finance Courses**

**FIN300**  
**Principles of Finance for the Private Sector**  
3 credits  
A study of the financial aspects of businesses, including the costs of capital, fund acquisition sources, time value of money, efficient management of assets, and investment decisions. Particular emphasis is on determining the optimal capital structure between utilization of debt and equity financing.

**FIN350**  
**Principles of Finance for the Public Sector**  
3 credits  
Introduction to financing of and budgeting within public sector institutions, including the history and trends of funds acquisition and distribution. Accountability to governing bodies and taxpayers for the use of public fiscal resources will be examined.

**FIN400**  
**Analyzing Financial Statements**  
3 credits  
This course introduces the study of accounting principles to give students an understanding of the theory and logic that underlie basic accounting procedures and practices. It then focuses on reading, interpreting, and analyzing financial statements. Major topics include the underlying framework of Generally Accepted Accounting Principles (GAAP) and comparison with the International Financial Reporting Standards (IFRS), the accounting cycle, preparation of the four principal financial statements, and financial statements analysis as well as ratio analysis for strategic planning and decision making. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

**FIN500**  
**Principles of Finance**  
3 credits  
Understand the principles and theories of finance to analyze statements and fiscal information for effective decision making in today’s competitive environment.

**FIN507**  
**Bank Management**  
3 credits  
This course examines the changing environment of commercial banks and banking services. Topics include the unique management challenges associated with regulatory changes, product innovations, financial reporting, and risk management. Recommended Prior Course: FIN500

**FIN510**  
**Financial Economics**  
3 credits  
This course is an introduction to financial economics. It will cover the analytical tools and finance theory necessary to make good investment decisions and to understand the paradigm of security valuation. Important themes in the course include individual decision making, risk and return, arbitrage, and market equilibrium.

**FIN520**  
**Financial Reporting and Analysis**  
3 credits  
The course studies the process of business analysis and valuation through the evaluation of financial statements. Topics include analysis of financial statements and ratio, strategic, prospective, equity and credit analysis. Recommended Prior Course: FIN500
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FIN530
Corporate Finance
3 credits
This course builds on concepts covered in FIN 500 and provides a comprehensive array of skills to manage the finance function of a modern organization. It provides the necessary background both to understand and to apply financial-management techniques in order to be successful in positions of business management. Topics include capital structure and dividend theory, valuation models, portfolio theory, advanced cash flow analysis, and weighted and marginal cost of capital within a capital rationing model. Recommended Prior Course: FIN500

FIN540
Investments
3 credits
The course provides a broad and detailed overview of the investment portfolio segment within the financial planning process. Students in the course will learn the basics of investments and explore theories and methods as they relate to the individual client. Topics covered include efficient market hypothesis theories, securities valuation concepts, investment portfolio theory, investment strategies, asset allocation and diversification, and portfolio construction. Recommended Prior Course: FIN500

FIN550
Financial Markets and Institutions
3 credits
This course presents an overview of the roles played by the various markets, institutions, and financial authorities. Specific topics include an introduction the U.S. financial system, the supply and demand for loan funds, securities, and obligations. Emphasis is placed upon policy effects of financial institutions and markets upon various sectors of the economy. Recommended Prior Course: FIN540

FIN560
Derivatives and Asset Pricing
3 credits
This course provides a broad and detailed coverage of the derivatives markets including forwards, futures, swaps, and options. The role that derivative securities play in managing risk for multinational corporations, portfolio managers, and institutional investors is emphasized. Derivatives as speculative and hedging strategies are covered in detail.

FIN570
Insurance and Risk Management
3 credits
This course provides an understanding of how large-scale complex risk can be quantified, managed, and architectured. Students learn to identify the business and technical issues, regulatory requirements and techniques to measure and report risk across a major organization. Recommended Prior Course: FIN500

FIN575
International Financial Management
3 credits
This course provides a comprehensive introduction and overview of the field of international finance. It covers the knowledge needed to manage the international aspects of multinational firms, the operations of international and foreign bank and financial institutions, and the operations of all firms, organizations, and individuals active in the current and future global business and financial environments. Recommended Prior Course: FIN500

FIN580
Capstone - Finance
3 credits
The goal of this capstone course is to integrate all essential concepts in financial decision-making. Students will develop a comprehensive capstone project that can be applied to a place of employment or within the financial sector. Recommended Prior Courses: All required program courses. Course not eligible for Prior Learning Assessment (PLA) credit.

Geology Courses

GEO101†
Earth Science
3 credits
This course emphasizes four regions: the hydrosphere (water), the atmosphere (air), the lithosphere (rock), and space. This course fulfills a general education Physical and Natural Science requirement. Not an approved Colorado gtPathways course. This course is no longer available. Course not eligible for Prior Learning Assessment (PLA) credit.

GEO101L†
Earth Science Lab
1 credit
This course is designed to augment GEO101 and may fulfill a general education Physical and Natural Science lab requirement. Not an approved Colorado gtPathways course. This course is no longer available. Course not eligible for Prior Learning Assessment (PLA) credit.
GEO101C
Earth Science with Lab
4 credits
This course emphasizes four regions: the hydrosphere (water), the atmosphere (air), the lithosphere (rock), and space. This course fulfills a general education Physical and Natural Science requirement. This is an approved Colorado gtPathways course.

Healthcare Informatics Courses

HCI310†
Principles of Health Information Management
3 credits
This course introduces healthcare medical and business processes from a software design perspective. The course focuses on the need for technology and interaction among all the stakeholders within the medical environment. This course is no longer available.

HCI320†
Healthcare Informatics
3 credits
This course focuses on the methods to apply the requirements of healthcare systems for the storing of patient information. The course also focuses on the medical management systems. The topics to be covered include: healthcare delivery system in relation to overall management functions, institutional, social, and political forces in health care, and the role of IT in healthcare management, and information security and patient privacy as it relates to HIPAA. Prerequisite: HCI310. This course is no longer available.

HCI340†
Quality Health Information Systems and Security
3 credits
This course includes an examination of the relationships between healthcare quality, risk management, and organizational performance management as it relates to health information systems. Focus includes ensuring compliance with the standards of regulatory and accreditation organizations and living in a post HIPAA world. Prerequisite: HCI310. This course is no longer available.

HCI400†
Coding and Reimbursement Systems
3 credits
This course will focus on health records and federal regulations regarding prospective payment systems and methods of reimbursement. This course will focus on use of the guidelines in the various contemporary coding systems as well as ensuring their accuracy. Students will also focus on reimbursement systems and their impact on coding. Prerequisite: HCI310. This course is no longer available.

Healthcare Administration and Management Courses

HCM300†
Healthcare Principles and Practices
3 credits
This course explores fundamental principles and practices as applied to healthcare. Topics include the examination of the organizational structure of the health care delivery system and administrative processes as well as the major issues and areas of concern confronting health service administrators. This course is no longer available.

HCM301
Accounting and Finance for Healthcare Managers
3 credits
In this course, students are provided an overview of the financial environment in which healthcare organizations operate and introduced to fundamental concepts of finance and accounting in the healthcare industry. Students will examine key healthcare finance concepts, basic managerial and accounting principles, the budget process, and tools used for financial analysis. Attention is also given the government financing of health services via the Medicare and Medicaid programs. Assignments and discussions provide opportunities to examine and apply techniques related to cost accounting with emphasis on cost control strategies.

HCM305†
Health and Disease
3 credits
This course gives students an introduction to the basic principles of illness and disease as well as the impact of disease trends on the delivery of services. The clinical manifestations of diseases commonly seen in the health care environment, health promotion, and wellness programs will be reviewed. This course is no longer available.

HCM310
Introduction to the U.S. Healthcare System
3 credits
In this course, students are introduced to an overview of the U.S. healthcare system. The historical background of the shift from an acute care hospital-based system to a
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chronic/preventive care ambulatory focus and influence of current trends such as the Affordable Care Act and the aging population are presented. Students will examine differences between non-profit and for-profit healthcare organizations, and how quality, safety, and competition within the healthcare industry impact patient care. Assignments and discussions provide opportunities to compare and contrast the U.S. healthcare system to other nations’ healthcare systems. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

HCM315
Healthcare Supervision
3 Credits
The course explores fundamental concepts of supervision and management theories as applied to healthcare. Major topics include: management challenges, organizational design, program planning, supervisory relations, and teams in organizations. Special emphasis will be placed on understanding and addressing the major issues and problems confronting first-level healthcare supervisors. Assignments and discussions provide opportunities to examine the organizational structure of healthcare organizations and administrative processes such as planning, problem solving, and decision-making.

HCM320
Introduction to Health Policy
3 credits
This course will focus on the historical context of health care delivery and policy-making procedures. Students will focus on the political, economical, and social aspects of health care policy impacting both providers and patients. Further discussion will provide insight into the complexity of health care policy reformation, how the policy-making process works, and how moral and ethical decision-making at the policy level influence health care providers within the institutional settings. Public health awareness and preparedness will also be discussed as related to influencing political officials to formalize policy-making efforts through legislative reform. Recommended Prior Course: HCM310 (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

HCM345
Health Law and Ethics
3 Credits
This course will offer the student a basic overview regarding healthcare law in the United States and introduce students to the moral and ethical issues that healthcare providers are confronted with daily. It will provide a systemic analysis of healthcare provider services and moral, ethical, and legal issues that may involve healthcare professionals, patients, hospitals, clinics, and other organizations. Students will review legal, moral, and ethical constructs shaping today’s healthcare environment, analyze the different types of reasoning in the decision-making process, and utilize various concepts to make identifiable analysis of healthcare challenges and issues. Readings and discussions will include the current standards surrounding the legal and ethical parameters impacting patients and healthcare workers. Topics include: informed consent, patient confidentiality laws, elder care and abuse, end-of-life planning, standard of care, and malpractice.

HCM370
Quality and Risk Management in Healthcare
3 credits
This course provides the student with an overview of healthcare risk management pertaining to the role of the risk manager within the healthcare setting, focusing on real-life issues addressed by risk managers, and exploring the liability issues that may be associated with perceived risks both occupationally and patient-related. Further reading and discussion will include examining risk and risk management outside the hospital setting regarding behavioral health, ancillary services, assisted living, and general emergency services. Students will also examine the issues surrounding privacy and compliance issues of medical records and record keeping, handling sentinel events, and the overall effectiveness of healthcare regulations pertaining to risk management. Recommended Prior Course: HCM310 (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

HCM375
The Economics of Healthcare
3 credits
In this course, students receive practical knowledge about and apply economic theories and principles to understanding healthcare economic issues and problems related to the amount, organization, and distribution of healthcare resources in the United States. Students will learn and apply economic principles such as supply and demand, economic theories, resources allocation, competitive markets, market evaluation methods, and cost effectiveness analysis related to making choices about and understanding the consequences of resource scarcity in the healthcare industry. Students will discuss issues and controversies surrounding the federal and state governments’ roles in
financing and regulating health services. **Recommended Prior Course: HCM310** (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

**HCM400**  
**Managed Care and Health Insurance**  
**3 credits**  
Managed care and health insurance covers healthcare issues surrounding management, insurances, and managed healthcare plans and discusses the new regulations from the Affordable Care Act (ACA). Students will learn about the basic foundations concerning insurance benefit plans for Medicare and Medicaid. The course will also cover fundamental ideas concerning cost-containment measures and quality of healthcare being delivered, focusing on a US-based approach to healthcare insurance plans for HMOs and other integrated insurance delivery systems. **Recommended Prior Course: HCM310** (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

**HCM410**  
**Healthcare Operations Management**  
**3 credits**  
This course will introduce the student to healthcare management within a hospital or clinical setting. Students will gain an understanding of how to manage in the healthcare setting through planning, directing, and leadership responsibilities. Students will also learn about the importance of financing in achieving healthcare goals. Discussions will include managing hospital staffing, managing financial obligations in the present leadership roles in healthcare, integrating the higher level of patient care based on the current ACA standards, and understanding how older models of management and leadership practices can be blended into contemporary practices within today’s healthcare industry. Students will also gain knowledge of moral and ethical implications impacting operational management decision-making practices. **Recommended Prior Course: HCM310** (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

**HCM430**  
**Population Health Management**  
**3 Credits**  
The course introduces students to the multiple determinants of health including medical care, socioeconomic status, the physical environment and individual behavior, and their interactions. Major topics include: development of the public health system, epidemiological models, health-risk factors, disease trends, and risk-reduction programs and strategies. Special emphasis will be placed on developing basic skills relevant to community assessment and health promotion strategies. Assignments and discussions provide opportunities to apply epidemiological analysis techniques with an emphasis on assessment of cost and benefits of population-based interventions. **Recommended Prior Course: ORG300**

**HCM450**  
**Healthcare Information Systems**  
**3 credits**  
This course will allow students to explore the concepts of information management systems and clinical and administrative applications used in providing medical care to the targeted population. Topics include the examination of the processes used in the selection, application, and evaluation of information technology assets. Methods and processes to make informed business decisions related to the application and use of technology will provide an understanding of technology and its impact within healthcare management. Students will understand the opportunities and challenges in implementing robust and effective information management systems in a healthcare setting.

**HCM460**  
**Introduction to Healthcare Strategy**  
**3 credits**  
This course will provide the student with an overview of marketing and strategic planning concepts and processes in the healthcare industry. Through readings and discussions, students will have the opportunity to examine the traits, trends, and needs of today’s healthcare consumer, with special emphasis on consumer decision-making. Historical perspectives are discussed in tandem with current and future challenges. The course explores the formulation of strategy and development of marketing plans designed to address patient care from clinical, service quality, and the consumer perspective. Through the use of case studies, students will have the opportunity to analyze and assess tactics employed to improve organizational objectives. **Recommended Prior Courses: HCM310 and HCM410** (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

**HCM480†**  
**Healthcare Policy Analysis and Development**  
**3 credits**  
Students will analyze policy development by examining contemporary issues within the healthcare setting. Overall policy, procedures, and outcomes will be discussed. This
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course will provide the opportunity to examine and analyze the organization and delivery of healthcare in the United States and how these core elements are shaped and influenced by policy and decision-making processes. The course will assist students in preparing for organizational leadership assisting in policy analysis, understanding the moral and ethical values driving healthcare policy within healthcare institutions, and focusing on management practices towards the initialization of new healthcare policies. Recommended Prior Course: HCM330. This course is equivalent to HCM481; earning credit for both courses is not permissible. This course is no longer available.

HCM481
Healthcare Analysis and Policy Development - Capstone
3 credits
This course explores contemporary issues within the healthcare operating environment that impact the strategic management of healthcare organizations. As the capstone course for the program, it synthesizes concepts from all previous courses with special emphasis on economic and financial analysis, the legal and regulatory environment, ethical considerations, organizational theory and leadership, and quality improvement. The course will employ case studies that allow the student to explore various concepts and apply techniques in a holistic manner to develop innovative solutions for challenging problems in the industry. Recommended Prior Courses: HCM460, ORG300. Course not eligible for Prior Learning Assessment (PLA) credit.

HCM495
Healthcare Management Practicum
3 credits
The practicum provides students with practical experience in organizations specific to their fields. Each student will work under the direct supervision of a senior-level professional at an approved organization or company. The purpose of the practicum is for students to apply and integrate what they have learned during the core courses of their programs. Each student will be enrolled in an online course and will be required to participate in coursework that will allow them to demonstrate what has been learned through the practicum experience. The emphasis of the practicum will be on the student assuming a professional role within the organization. Students will complete their practica over a period of eight weeks during one CSU-Global course. A minimum of 80 hours of practicum fieldwork must be completed during the course. This course may not be available in all states, see the State Specific Authorization Policy under Admissions Policies. Prerequisite 3 Core Courses. Course not eligible for Prior Learning Assessment (PLA) credit.

HCM500
The U.S. Healthcare System
3 credits
This course provides an in-depth overview of the United States Healthcare System from both a micro and macro level with a special emphasis on the integration of the Patient Protection and Affordable Care Act passed in 2010. An introduction to the definitions, concepts about the system as well as current and future trends in healthcare delivery are considered. Topic areas include: history, organization of the system, operational characteristics, funding mechanisms and current regulatory activities.

HCM502
Organizational Behavior and Human Resources in Healthcare
3 credits
This course focuses on the application of theory to develop the knowledge and skills needed to effectively manage individuals and groups in healthcare organizations. Topics include human behavior, human resource management and labor relation policies. Recommended Prior Course: HCM500

HCM505
Principles of Population Health
3 credits
This course provides students with the skills needed to assess and enhance the health of a community. Students focus on health behaviors, environmental influences, health policy, and economic and healthcare system issues in health promotion and disease prevention.

HCM515
Health Law and Ethics
3 credits
This course explores the policy trends and legal and ethical challenges inherent in the administration of healthcare services. Topics include governmental reforms, policy process model, regulation of healthcare false claims, fraud and abuse, antitrust compliance and litigation, informed consent, and principals and legal basis for hospital governance and healthcare malpractice insurance.

HCM520
Quality and Performance Improvement in Healthcare
3 credits
This course is an in-depth examination of the relationships between healthcare quality and organizational performance and outcomes. Students are introduced to quality improvement and patient safety theories, models, meth-
ods, and tools that have an application in addressing the challenges and opportunities of improving the quality and safety of the new value-based healthcare system.

**HCM532**  
Healthcare Change Management, Innovation, and Entrepreneurship  
3 credits  
This course focuses on the unique skills related to leading change management, innovation, and entrepreneurship processes in healthcare. Students will learn about unique change management and innovation skills and attributes necessary to guide organizations and people through the process of innovation in a way that ensures successful innovation outcomes. Also, this course provides students with an understanding of fundamental organizational, personal, cultural, and competitive issues and challenges related to organizational change in the 21st-century healthcare environment. Various models of organizational change will be examined and critically evaluated for use in this setting.

**HCM540†**  
Marketing and Consumerism in Healthcare  
3 credits  
This course introduces students to public and private healthcare options and changes that have proven confusing to consumers. Consumerism and consumer education are a focus—a foundation for the marketing of products and services in light of pricing, product, promotion, and placement factors and issues. This course is no longer available.

**HCM542**  
Operations Management in Healthcare Organizations  
3 credits  
In this course, students examine forces and trends that impact healthcare organizations such as operations performance, scheduling, productivity, and supply chain, operational assessment, patient care flow, and related support-care processes through process improvement. Students will use analytical techniques to assess performance data and to identify trends and issues to improve patient care outcomes.

**HCM550†**  
Healthcare Policy Analysis and Development  
3 credits  
This course introduces and examines methods for assuring quality in policy, process, and outcome management are described, as well as the significance and statistical application of measuring outcomes. The development of healthcare policies and changing trends are identified and analyzed. This course is no longer available.

**HCM555**  
Health Informatics & Population Health Analytics  
3 credits  
This course explores the strategies to adopt electronic health records systems (EMRs) and new forms of data to be used to measure healthcare delivery and improve patient outcomes. In this introductory course, participants explore the value proposition for “clinical intelligence” and the role of analytics in supporting a data-driven learning healthcare system.

**HCM560†**  
Strategic Healthcare Management  
3 credits  
This course focuses on the strategic planning and innovation processes in healthcare administration. It addresses the challenges of a changing healthcare environment and critical success factors required for organizations to succeed in the dynamic healthcare landscape. This course is no longer available.

**HCM565**  
Healthcare Finance  
3 credits  
This course focuses on the application of key finance principles and concepts to healthcare organizations. The course enables students to learn how to develop, apply, and interpret various financial tools and concepts, including financial statements analysis, costs structure and allocation, dashboards, budgeting, and variance analysis, sources of revenue and reimbursement, return on investment analysis, financial ratios, capital budgeting, and investment decision making, and working capital management. Recommended Prior Course: HCM500

**HCM570**  
Healthcare Information Systems  
3 credits  
This course is designed to introduce students to the core knowledge and skills needed to oversee the information technology and informatics in a healthcare environment. This includes how to identify and solve organizational problems affecting the design, implementation, and use of health information management systems and data throughout the enterprise. Students discuss the functions and interoperability of various systems including regulatory requirements, how to assure the confidentiality of patient
information, and recent trends in the changing healthcare landscape.

**HCM575**  
*Population Health Program Assessment, Implementation, and Evaluation*  
*3 credits*  
In this course, students assess population and community health needs and resources, program design and implementation, and evaluation as core functions of population health practice. This course offers students with the essential tools and knowledge base to conduct effective population health and community-based health promotion activities with a diverse array of populations and health issues.

**HCM580**  
*Strategic Management in Healthcare (Capstone)*  
*3 credits*  
This course examines the components of organizational strategy development and execution as the healthcare system moves in a value-based delivery model. Topics include the strategic planning process, analytic tools, organizational strategies, competitive advantage, and critical decision making. *Prerequisite: All core and specialization courses. Course not eligible for Prior Learning Assessment (PLA) credit.*

**HCM595**  
*Healthcare Management Internship*  
*3 credits*  
The internship provides students with practical experience in organizations specific to healthcare organizations. Each student works under the direct supervision of a senior-level professional at an approved organization or company, and applies and integrates what they have learned during the core courses of their program. Each student is required to participate in coursework that allows them to demonstrate what has been learned through the internship experience. The emphasis of the internship is on the student assuming a professional role within the organization. Students complete their internships over a period of eight weeks during one CSU-Global course. A minimum of 80 hours of internship fieldwork must be completed during the course. This course may not be available in all states, see the State Specific Authorization Policy under Admissions Policies. *Prerequisite 3 Core Courses. Course not eligible for Prior Learning Assessment (PLA) credit.*

**History Courses**

**HST201**  
*U.S. History I*  
*3 credits*  
This course focuses on the history of the United States from the founding of the North American colonies to the 1877 Reconstruction era. This course fulfills a general education History requirement. This is an approved Colorado gtPathways course. *(This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.) Course not eligible for Prior Learning Assessment (PLA) credit.*

**HST202**  
*U.S. History II*  
*3 credits*  
This course is a survey from the end of the Reconstruction in 1877 until the recent past. It addresses economic, political, and social issues of topics including industrialization, urbanization, population changes, the rise of the United States to global power, the Great Depression, the New Deal, the world wars, the Great Society, the counterculture, technology implications, and the Cold War. This course fulfills a general education History requirement. This course is an approved Colorado gtPathways course. *(This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.) Course not eligible for Prior Learning Assessment (PLA) credit.*

**HST300**  
*U.S. History from 1945 to the Present*  
*3 credits*  
HST300 examines major political and historical trends from the end of World War II through the present. Major themes include the Cold War, the demise of colonialism, the collapse of the Soviet Empire, the rise of a Civil Rights movement, the backlash against Liberalism, the emergence of a global economy, and the effects of technological development.

This course pays particular attention to the advertisements of this era and the cultures that shaped them, and vice versa. Students will finish the course with a greater understanding of the history they have studied as well as a broader understanding of how to analyze historical events and perspectives. Students are challenged to present their analyses using a variety of media and Web 2.0 tools. *(This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.) Course not eligible for Prior Learning Assessment (PLA) credit.*
Homeland Security Courses

HLS300
Introduction to Homeland Security
3 credits
The purpose of this undergraduate course is to provide the student with a global overview of homeland security. It reviews the history of homeland security, emphasizing organizational structure, case law, and policy creation in response to, and as a result of, the dynamic threat environment affecting the United States. It addresses the connections and unified approach among federal, state, and local governments from a policy and procedure perspective. Finally, the course addresses both domestic and international issues in homeland security and the current and trending challenges in this field.

HLS350
Terrorism
3 credits
The purpose of this undergraduate course is to provide the student with an understanding of terrorism and the history and concepts of global terrorism including groups, ideologies, and motivations threatening homeland security. It addresses forms of terrorism including state-sponsored, transnational, domestic, and international organizations focusing on similarities, differences, and objectives. It explains counter-terrorism operations from a conceptual basis and identifies multi-agency programs and outcomes established for effective operations.

The readings range from the historical origins of terrorism to modern cases of terrorism seen in the world today. On completion of this course, students should be able to identify terrorist organizations both national and international and understand their motivations and methods.

HLS375
Risk Analysis and Mitigation
3 credits
This course provides visibility into the threat spectrum including the systematic approaches in identifying critical infrastructures and key resources as a basis for risk acceptance and mitigation. In understanding risk and vulnerability, students learn to address appropriate countermeasures in an objective, quantifiable way.

HLS400
Critical Infrastructure and Key Resource (CIKR) Identification and Protection
3 credits
This course provides a high level understanding of critical infrastructures and key resources. Topics include the critical infrastructure protection process and an examination of its components: people, physical entities, and information systems. This course places CIKR in the context of the nation’s overarching National Infrastructure Protection Plan (NIPP) and examines the interchange required for an integrated program. Further, it addresses the risk-informed resource allocation process as a key resource prioritization component.

HLS450
Intelligence
3 credits
This course provides an understanding of the intelligence cycle as it relates to homeland security. Topics include intelligence collection, analysis, and dissemination with a review on the historical context of intelligence and its role in decision making. The course also addresses the different intelligence disciplines of structures, missions, and products. The use of case studies covering past, present, and future challenges to intelligence operations and homeland security counter measures are also discussed for threat assessment and risk analysis.

Human Resources Courses

HRM300
Principles of Human Resource Management
3 credits
Introduction to the development and management of an organization’s human resources, with emphasis on planning for the screening, selection, orientation and training of employees. Additional topics include performance appraisal, compensation, benefits, equal employment opportunity, incentives and rewards. This course is a replacement course for MGT440 as of the 2013-2014 Spring-A term. Students cannot receive credit for both these courses.

HRM350
Compensation and Performance Management
3 credits
Compensation and performance evaluations are principle functions of human resources. In this course, students will examine the monetary and non-monetary strategies that enable an organization to fairly and innovatively compensate employees, raising their productivity and satisfaction in the workplace. Additionally, students will explore the development and utilization of a performance evaluation tool that informs and motivates employees to excel in their
position. The development of effective compensation and performance evaluations systems remains a critical component of organizational success.

**HRM425†**
**Managing and Leading Team Dynamics**
*3 credits*
Explore the development, organization, and leadership of teams in both traditional and virtual settings. Develop key skills and a working knowledge of team creation, management, and individual roles within the team. This course is a replacement course for MGT425 as of the 2013-2014 Spring-A term. Students cannot receive credit for both these courses. *(This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.) This course is no longer available.*

**HRM435**
**Creating a Diverse and Ethical Workforce**
*3 credits*
A key responsibility of today’s human resource professional is to create a diverse workforce that is socially aware and possessed of the highest ethical disposition. In this course, students will learn how to create and promote a diverse workforce that values collaboration and teamwork, both in the traditional and virtual settings. Additionally, students will examine the ability to make reasoned, fair, and just decisions to enhance an organization’s reputation, credibility, and sustainability. For example, through the creation of a code of ethics, the employment of analytical methods, and the development of sound and logical arguments, human resource professionals can assume a leadership role in promoting the ethical conduct of the organization. *(This course is an equivalent of HRM450; earning credit for both courses is not permissible.)*

**HRM440**
**Recruitment, Selection, and Employee Development**
*3 credits*
This course provides students with a broad understanding of the innovative strategies to effectively staff, train, and develop employees. Recruiting and selecting the most talented employees is a key focus of this course, including job searching techniques, interviewing candidates, assessing the qualifications and competencies of applicants, presenting an attractive job offer, orientating new employees into the organization, and creating life-work balance within the organization. Additionally, learning the functions and duties of a position is critical to employee success; students will learn to create and promote training and developing programs to provide employees with the knowledge to competently perform their duties, thereby driving success throughout the organization.

**HRM445**
**Labor Relations and Employment Law**
*3 credits*
This course provides comprehensive knowledge of labor relations and conflict resolution. Key topics include collective bargaining, negotiations, grievance and arbitration processing, and conflict resolution between management, unions, and employees. There is strong emphasis on the historical and current aspect of unions and labor relations in public and private sectors, including the developing of innovative collective bargaining and negotiation strategies that create respectful and collaborative discussions. Moreover, the ability to author and interpret union agreements and memorandum of understanding is explored.

Students will work to understand the core principles of employment law which include the ability to define and apply legal terminology to employment issues and the ability to analyze legal cases and legal concepts, and will explore the legal framework for employment relationships, examine the relationship between employment law and HR policies, and examine the range of legal liability for HR. *(This course is an equivalent of HRM450; earning credit for both courses is not permissible.)*

**HRM450†**
**Employment Law, Compensation, and Policy**
*3 credits*
Introduces the major laws affecting employment in the United States including insurance, compensation, and labor, health and safety related to employment and compensation. The provisions of those laws as well as public policy supporting regulation and the future modifications are addressed. *(This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.) This course is no longer available.*

**HRM455†**
**Training and Staff Development**
*3 credits*
Explores the development, administration, and evaluation of organizational training and staff development programs. Motivation, organizational culture and change, employee development, and the role of management are analyzed. *(This course is also offered through SSA. Credits earned using
HRM460  
Organizational Development  
3 credits  
The study of organizational systems and strategies designed to drive organizational competitive advantage and enhance organizational performance. Specific focus is on systems thinking, becoming a learning organization, and continuous improvement. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

HRM470  
Human Resource Management in a Global World  
3 credits  
This course is designed to provide critical knowledge and strategies to manage human resource systems and practices in a global context. The multinational and global corporation forms the basis for further study and insight in global human resource responsibilities, including: international cultures and customs, repatriation/expatriation, international organizational structures, organized labor, global business practices, applicable international law and regulations, differing work/life balances, and compensation and benefits.

HRM481  
Capstone - Human Resource Management  
3 credits  
In this course, students synthesize the skills learned throughout the program to address human resources issues in a comprehensive project. Students integrate their knowledge of leadership, legal and ethical responsibilities, policy and strategy, team dynamics, conflict management and negotiations, and staff training and development to improve organizational performance. Prerequisite: Successful completion of all major coursework. Course not eligible for Prior Learning Assessment (PLA) credit.

HRM495  
Human Resource Management Practicum  
3 credits  
This course is designed for students as an opportunity to demonstrate program outcomes learned in the B.S. in Human Resources Management under the supervision of both faculty and organizational personnel. Assignments are designed to combine theory and professional practice and include weekly journals, a mid-term conference with the instructor, faculty practicum coordinator, and on-site supervisor, as well as a final report reviewing the practicum experience. This course may not be available in all states, see the State Specific Authorization Policy under Admissions Policies. Prerequisite: HRM300. Course not eligible for Prior Learning Assessment (PLA) credit.

HRM500  
Managing Human Resources  
3 credits  
Analyze the implications of the recruitment, staffing, evaluation and development of employees in the strategic management of a high performance workforce. Examine the economics of labor and the effects of legislative and legal decisions in the administration and management of employees. This course is a replacement course for MGT570 as of the 2013-2014 Spring-A term. Students cannot receive credit for both these courses.

HRM515  
Legal and Human Resource Dimensions of Business Management  
3 credits  
This course emphasizes the legal, human resource, and regulatory controls that define, promote and limit business practices. The legal ramifications are presented as a mechanism managers can use to resolve conflict, infer guidelines for conduct, and create bases for expectations. Fundamental interactions of law, ethics, and corporate social responsibility are emphasized. Topic areas include the business legal system, ethics, employer-employee relationship, contracts, small business ownership, and the legal environment of international business. This course is a replacement course for MGT515 as of the 2013-2014 Spring-A term. Students cannot receive credit for both these courses. Recommended Prior Course: HRM500

HRM495†  
Effective Labor Management  
3 credits  
Analyze the collective bargaining process and the impact of public policy on industrial relations. Understand the administrative functions of human resource management and the field of labor relations. This course is a replacement course for MGT516 as of the 2013-2014 Spring-A term. Students cannot receive credit for both these courses. Recommended Prior Course: HRMS00. This course is no longer available.
HRM520†
Managing Performance for Results
3 credits
Understand the design and execution of successful management and processes. Examine utilization and outcomes of performance appraisals, compensation, and training effectiveness. This course is a replacement course for ORG520 as of the 2013-2014 Spring-A term. Students cannot receive credit for both these courses. Recommended Prior Course: HRM500. HRM500. This course is no longer available.

HRM522†
Human Resource Planning
3 credits
Examine the cross-cultural issues in managing organization behavior. From a global management perspective, explore bargaining behavior, recruitment, selection, training, and compensation issues. This course is a replacement course for ORG522 as of the 2013-2014 Spring-A term. Students cannot receive credit for both these courses. Recommended Prior Course: HRM500. HRM500. This course is no longer available.

HRM540
Maximizing Human Capital
3 credits
This course explores the value, utilization, and development of human capital, with a specific concentration on structuring an organization and developing innovative training programs that maximize organizational and human potential. Students explore strategies human resource professionals can utilize to raise employee motivation and job satisfaction, as well as assist employees in achieving the proper life/work balance. A key focus is to research concepts and practices that adapt organizational structures and processes to better conform to, utilize, and take advantage of employee potential. Recommended Prior Course: HRM500.

HRM550
Strategic Labor Relations
3 credits
This course provides a comprehensive and exhaustive analysis of labor relations in terms of its history, regulations, and current environment. The broader relationship between unions, organizations, and employees is explored, along with dispute and conflict resolution techniques including grievances and arbitration. This course addresses the importance of teams and managing diversity through unique dialogue and a collaborative lens. Students learn to enhance and promote diversity as managers and leaders and effectively resolve conflict and disputes in a variety of complex scenarios. This course is an equivalent of HRMS16 and MGTS16; earning credit for both courses is not permissible.

HRM560
Staffing and Talent Development
3 credits
This course is an examination of the managerial and leadership responsibilities related to employee career management as well as personal and professional growth. Students explore strategies for training and staff development in order to better understand the importance of deploying human resources, developing core competencies, and promoting a learning culture to better compete in a competitive economy. This course also explores the changing educational, demographic, economic, and societal factors that impact recruitment, and students develop a comprehensive and innovative strategy to recruit the most talented applicants in the workplace.

HRM570
Global Human Resource Leadership
3 credits
This course focuses on the concepts and theories associated with managing a global workforce, including the complexities of outsourcing, expatriate challenges for employees and their families, coordinating training and development within differing cultures, and international issues associated with compensation, employee evaluation, and discipline. Students gain a solid understanding of the rise and importance of international business, the knowledge and skills employees need to compete internationally, and how human resources can play a strategic role in collaborating with senior management to build a productive and profitable global business.

HRM580
Capstone - Human Resource Management
3 credits
This capstone course provides students with the opportunity to apply the advanced theory and practice learned in the Human Resource Management graduate program. Students will demonstrate an understanding of the legal and human resource dimensions of business, effective labor management, leading diverse teams in a dynamic results-oriented environment, and other key HR Management principles through the development of a comprehensive capstone project. Prerequisite: Successful completion of all
**HRM595**  
**Human Resource Management Internship**  
**3 credits**  
The internship provides students with practical experience in Human Resource Management. Each student works under the direct supervision of a senior-level professional at an approved organization or company, and applies and integrates what they have learned during the core courses of their program. Each student is required to participate in coursework that allows them to demonstrate what has been learned through the internship experience. The emphasis of the internship is on the student assuming a professional role within the organization. Students complete their internships over a period of eight weeks during one CSU-Global course. A minimum of 80 hours of internship fieldwork must be completed during the course. This course may not be available in all states, see the State Specific Authorization Policy under Admissions Policies. **Prerequisite:** 3 Core Courses. **Course not eligible for Prior Learning Assessment (PLA) credit.**

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**Human Services Courses**

**HSM300**  
**Introduction to Human Services**  
**3 credits**  
This course provides students with an overview of the human services field including theoretical models for delivery and the roles and responsibilities of human services workers. Students will explore human services occupations, professional organizations, and community resources as well as ethical and legal issues. **(This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)**

**HSM320**  
**Human Development**  
**3 credits**  
This course explores theories and research in human development. Topics include physical, language, intellectual, moral, personality, social, and emotional development as they relate to the human services professional. **(This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)**

**HSM350**  
**Intervention Methods in Human Services**  
**3 credits**  
This course is an introduction to the theories, principles, and skills of the general helping process in human practice. Students learn how to engage a client as well as assessment, intervention, and follow-up as applied to individuals, groups, and families. **Prerequisite:** HSM300. **(This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)**

**HSM400**  
**Crisis Intervention**  
**3 credits**  
This course explores the assessment of diverse crisis situations. It emphasizes the use of short-term intervention and problem-solving techniques to help individuals and families de-escalate crises and develop appropriate coping techniques. Students will explore the skills, techniques, and uses of crisis intervention. **Prerequisite:** HSM350. **(This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)**

**HSM405**  
**Case Management in Human Services**  
**3 credits**  
This course teaches the principles, practices, and issues in human services case management with emphasis on prevention and intervention strategies. Topics include listening skills, planning, assessment of community resources, referral procedures, general crisis intervention, and setting appropriate boundaries. **Prerequisite:** HSM400. **(This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)**

**HSM420**  
**Legal and Ethical Issues in Human Services**  
**3 credits**  
This course explores the roles, functions, and legal/ethical responsibilities of human services workers, including the process of ethical decision making and awareness of the moral and legal complexities in the field of human services. **(This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)**

**HSM450**  
**Human Services Administration**  
**3 credits**  
This course introduces students to human services management. Students gain a basic understanding of organizational management perspectives by exploring issues of
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staff supervision and oversight as well as administrative planning in a human services organization. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

HSM470
Evaluation of Research and Theory in Human Services
3 credits
This course examines current research related to human services and provides students with the opportunity to evaluate theoretical subjects in the field from both a consumer and a creator perspective. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

HSM475
Practicum - Human Services Strategy and Execution
3 credits
In this preparatory course for the capstone project, students conduct a practicum in a human services setting. The primary purpose of the practicum is to gain practical experience in a human services organization and to apply the knowledge and skills developed throughout the program. This course requires practical experience in a human services setting. Students will be required to pass a criminal background check including fingerprinting prior to taking this course. See HSM480 for further course and project description. This course may not be available in all states, see the State Specific Authorization Policy under Admissions Policies. Prerequisite: Successful completion of all core and specialization coursework except HSM480. Course not eligible for Prior Learning Assessment (PLA) credit.

HSM476
Seminar - Human Services Strategy and Execution
3 credits
In this preparatory course for the Capstone project, each student will propose and conduct a research project that integrates theory into practice. The primary purpose of the research project is to demonstrate application of knowledge and skills in human services. Prerequisite: Successful completion of all core and specialization coursework except HSM480. Course not eligible for Prior Learning Assessment (PLA) credit.

HSM480
Capstone - Human Services Strategy and Execution
3 credits
This capstone project provides students with the opportunity to perform a concentrated study of a human service organization. Students will demonstrate what they have learned throughout the human services program and apply it by developing a plan to deal with a variety of human services problems. Prerequisite: Successful completion of all major coursework. Course not eligible for Prior Learning Assessment (PLA) credit.

Hospitality and Tourism Management Courses

HTM300
Introduction to Hospitality Management
3 credits
This course is an overview of the dimensions of this extensive and integrated industry. The topics address practices and management of the major areas in hospitality management, plus an introduction to the broader travel and tourism industry. The background and historical development are presented as well as employment opportunities and trends in each area. This course is no longer available.

HTM310
Tourism and Commercial Recreation
3 credits
This course provides an introduction to one of the world’s largest and growing industries: tourism. The topics focus on the linkages between leisure travel and services, entrepreneurship, and economic development. The general tourism system, along with tourism trends, commercial recreation, and the operation of a wide variety of related attractions and businesses are also explored. This course is no longer available.

HTM320
Meeting and Event Management
3 credits
An introduction to the planning, implementation, and post-event aspects of professional meetings, events, conferences, and conventions. The course will provide practical insights and practices into this dynamic industry sector, positioning the student for entry level positions in planning and marketing functions related to event management. This course is no longer available.

HTM340
Hospitality Sales and Marketing
3 credits
This course applies marketing principles and strategies to hospitality, tourism, and leisure services. Market segmen-
tion identification and other marketing mix considerations will be applied to multiple facets of this service industry. This course is no longer available.

**Humanities Courses**

**HUM101**
**Critical Reasoning**
3 credits
This course includes a practical application of the subject of critical reasoning to help students learn and apply the skills in the coursework and everyday life. Students examine the processes of rhetoric, reasoning, and writing short critical-thinking essays on current events in an online forum in order to more clearly, insightfully, and effectively think and communicate. Students will also develop the abilities to solve problems, analyze topics, and make well informed decisions by utilizing their life experiences and current events. This course fulfills a general education Art and Humanities requirement. This course is an approved Colorado gtPathways course. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.) Course not eligible for Prior Learning Assessment (PLA) credit.

**HUM300†**
**Dimensions of Ethical Leadership**
3 credits
Analyze the role that ethics plays in effective leadership. Understand and evaluate the ethical challenges that leaders face as they balance the demands of internal and external stakeholders. Explore ways to consider ethical issues in everyday decision-making and effective leadership. This course fulfills a general education humanities requirement. This course is no longer available.

**Digital Instructional Design Courses**

**ISD500**
**Advanced Theory of Instructional Design and Architecture**
3 credits
In this course, students will select and apply the most appropriate instructional design model to create compelling, accessible, and engaging courses in the ever-changing landscape of online learning. Students will analyze modern learning theories, case studies, instructional design models, and accessibility considerations with the goal of developing learning solutions that best meet the needs of a diverse and digital audience.

**ISD501**
**Design and Project management for Instructional Architects**
3 credits
In this course and associated practicum, students will apply design models, learn how to manage course development projects, and apply effective communication and collaboration skills. Students will work together to produce learning experiences using modern media and technologies, apply instructional design theories and frameworks, and actively participate in the planning and creation of online courses, content, or activities.

**ISD502**
**Learning Technologies and Innovation**
3 credits
In this course, students will critically examine the role of technology in the creation and innovation of learning experiences and apply selection criteria to choose effective tools to meet learning outcomes.

Students assess or evaluate learning management systems, integrated learning tools, and the effective use of digital content, artificial intelligence, augmented reality, and virtual reality. Additionally, students will examine the relationships between technology, pedagogy, content, and social constructs, thereby building an understanding of how technology can support active and constructive learning.

**ISD503**
**Course Development and Project Evaluation**
3 credits
In this course and associated practicum, students will practice implementing learning tools and technologies, creating engaging and accessible assessments, and evaluating both the effectiveness of a course and the management of the overall project. Students will be active members of a design team and relied upon to make sound design and implementation recommendations.

**Information Systems Management Courses**

**ISM500†**
**Business and Information Technology**
3 credits
This course is appropriate for students with limited experience in IT. It provides an overview of information technologies used to maximize organizational efficiency and effectiveness. This course is no longer available.
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ISM501
IT Management
3 credits
This course prepares students to analyze organizational issues in information technology (IT) and proposed the necessary solutions to address business needs. Students gain a detailed understanding of how to manage, oversee, plan and maintain IT systems and resources. Students also learn how to effectively manage IT professionals as either employees or outside consultants. Topics include: IT management principles, IT risk management, project management, systems maintenance and leadership.

ISM510†
Information Technology in the Global Enterprise
3 credits
This course provides an in-depth look at the challenges organizations face as they operate in a global economy. Students will describe utilization of virtual teams, management strategies, and effective uses of IT for establishing an organization's worldwide presence. This course is no longer available.

ISM511
Managing Virtualized and Cloud Systems
3 credits
This course prepares students to manage and develop technology solutions utilizing both virtualized and cloud-based systems. Students gain an understanding of various virtualization technologies and how they should be implemented. Additionally students evaluate a variety of cloud-based solutions and providers to increase organizational efficiency, redundancy and business continuity. Topics include: comparison of cloud-providers and technologies, the implementation and maintenance of virtualized infrastructure and servers and how to design fault-tolerant systems with virtualization technology. Recommended Prior Course: ISM501

ISM520†
Innovative Solutions in Complex Organizations
3 credits
This course presents a series of real world business problems that require effective IT solutions in complex organizations, which may include collaboration with local and multinational vendors. The student will analyze existing technology in the workplace and evaluate new trends in information technology including cloud computing, virtualization, and mobile solutions for remote employees in an effort to gain or maintain technological competitive advantages. Prerequisite: ISM500 and ISM510. This course is no longer available.

ISM521
Management Enterprise Resources Planning (ERP) Systems
3 credits
This course prepares students to design, evaluate and manage enterprise-level systems commonly used in mission critical applications. Students gain knowledge in a variety of common enterprise resource planning (ERP) applications such as payroll, budgeting, human resources, inventory and sales. Topics include systems selection, maintenance and planning. Additionally the ability to compare and contrast distinct service providers is also presented. Recommended Prior Course: ISM501, ISM511

ISM525
Ethical Considerations in Managing Information Technology
3 credits
This course provides information about the ethical considerations and issues that IT professionals encounter in the workplace given their exposure to data, various forms of electronic communication, and other types of information. Students will evaluate and interpret information technology policies and regulations and discuss the implications for ethical decisions by IT professionals and IT leadership. Prerequisite: ISM501

ISM527
Cyber Security Management
3 credits
This course provides insight into the complex implementation and management of cyber security practices. Students perform risk assessments and recommend mitigations to protect digital assets in the workplace as well as discuss disaster recovery, incident handling, cyber security policy implementation, privacy, and legal issues related to cyber security. Prerequisite: ISM501

ISM529
Emerging Cyber Security Technology, Threats, and Defense
3 credits
This course provides students with the opportunity to explore and examine emerging trends and technology in cyber security. Students analyze organizations and review the feasibility of adopting new cyber security trends in
order to provide competitive advantages in the workplace. This course also evaluates necessary policy and procedure changes within the context of the continued evolution of technology. **Prerequisite: ISM501**

**ISM530**
Enterprise Cyber Security  
3 credits  
This course provides students with insight into the cyber security issues surrounding an enterprise including securing organizational data, responding to cyber based security breaches, emerging technologies, and ensuring a secured computing environment for safeguarding company information. **Course not eligible for Prior Learning Assessment (PLA) credit.**

**ISM531**
Cyber Security Defense and Countermeasures  
3 credits  
The Cyber Security Defense and Countermeasures course prepares students to defend enterprise networks from web based and internal attacks using techniques such as system hardening, encryption, policy enforcement and software/hardware intrusion detection systems to protect enterprise data assets.

**ISM540†**  
Introduction to Business Intelligence  
3 credits  
This course provides an overview of business intelligence and establishes the foundation for collecting data in cross functional areas including accounting, sales, production, customer data, and other elements. Students learn how data based decision making assists in achieving or maintaining competitive advantages for an organization. **This course is no longer available.**

**ISM541†**  
Data Warehousing in Enterprise Environments  
3 credits  
This course provides an overview of data warehouses and how information is captured, analyzed, and translated in an enterprise for strategic decision making. Students learn to use tools such as dashboards and table reporting to combine and compare information from disparate systems in order to meet strategic operational objectives. **This course is no longer available.**

**ISM542†**  
Business Analytics  
3 credits  
This course provides an overview of the tools and techniques for analyzing business data in order to develop comprehensive and functional solutions. Topics include forecasting, simulation, and data modeling for complex problem analysis in medium to large organizations. **Prerequisite: MIS540 or equivalent. This course is no longer available.**

**ISM543†**  
Enterprise Performance Management  
3 credits  
This course provides an in-depth understanding of how business intelligence aligns with the realization of organizational strategy. Topics include key performance indicators, organizational goals, and the role of effective management in meeting enterprise objectives. **Prerequisite: MIS542 or equivalent. This course is no longer available.**

**ISM545**  
Information Technology Auditing and Assurance  
3 credits  
This course provides students with a foundation and understanding of IT auditing services used in midsized to large organizations. Students will focus on security, integrity, and availability of information systems while integrating financial, performance, and operational auditing and assurance services. **Prerequisites: ISM501 and ISM525**

**ISM550**  
Information Systems and Security  
3 credits  
This course presents a broad overview of possible issues and dangers that can compromise information systems in the workplace. Students learn the roles, responsibilities, and essential tools needed by IT Managers to secure an organization’s data and operations. **Prerequisites: ISM501 and ISM511**

**ISM560†**  
Effective Communication and Business Alignment of IT Initiatives  
3 credits  
This course prepares students with the communication skills needed to effectively present IT solutions and/or recommendations to directors, C-level executives, and others who may or may not understand technical details. This course also covers effective means of communicating technical ideas or thoughts to non-technical audiences for...
approval, budgets, and types of proposals. Prerequisite: ISMS500. This course is no longer available.

**ISM561**  
**Business Continuity and Disaster Recovery**  
3 credits  
This course covers a variety of concepts in the areas of business continuity and disaster recovery. Students gain an understanding of business continuity strategies, business impact analysis, recovery point objectives (RTO and RPO), planning techniques and also how to recover from disasters. Topics include risk assessment, fault tolerance, risk acceptance, risk transfer, backup strategies, off-site storage and business resilience. **Recommended Prior Course:** ISM501

**ISM581**  
**Capstone - Information Technology Management**  
3 credits  
The capstone course allows the students to review an organization’s needs and address all the challenges involved with implementing and changing information technology in a complex organization. Students will analyze organizational objectives and propose a solution and a full implementation plan. The proposed solution must address strategies for overcoming the challenges of IT related projects such as risk management, reduction of funding, and keeping the support of executive management. Students will utilize skills gained throughout the program to demonstrate the ability to design an IT project from conception to post deployment. **Prerequisite:** All core, specialization, and/or concentration courses. Course not eligible for Prior Learning Assessment (PLA) credit.

**ISM595**  
**Information Technology Management Internship**  
3 Credits  
In this course, students participate in an Information Technology or related professional team under the co-supervision of faculty and organizational personnel. Weekly journals and a mid-term report are required with the objective of combining theory and observation of professional practice. Other course requirements include a mid-term conference with the instructor, faculty internship coordinator, and evaluation by the on-site supervisor as well as a final report reviewing the internship experience. This course may not be available in all states, see the State Specific Authorization Policy under Admissions Policy. **Prerequisites:** Students must successfully complete three courses (nine credits) prior to taking the internship course. Course not eligible for Prior Learning Assessment (PLA) credit.

### Information Technology Courses

**ITS300†**  
**Introduction to Computer-Based Systems (Networking)**  
3 credits  
Overview of computer information systems including operating systems, networks, the Internet and information system design, and the roles and responsibilities of technology professionals. It prepares students for CompTIA Network+ certification exams. **This course is no longer available; use ITS315 as a substitute.**

**ITS310**  
**Introduction to Computer-Based Systems (Personal Computing)**  
3 credits  
This course is an in-depth study of personal computer hardware, peripherals, and interfaces. It prepares students for the Essentials portion of the CompTIA A+ certification exam. Students are prepared to diagnose, troubleshoot, and maintain personal computer systems. It also provides a detailed overview of common peripheral devices and discusses how to connect them to personal computers. A simulated lab environment is incorporated into the course. **Course not eligible for Prior Learning Assessment (PLA) credit.**

**ITS315**  
**Introduction to Networks**  
3 credits  
This course provides an overview of computer networks including operating systems, networks, the Internet and information system design, and the roles and responsibilities of technology professionals. Students are prepared for CompTIA Network+ and Testout Network Pro certification exams. Students also learn about wireless network and network security, and develop the ability to diagnose and troubleshoot common networking problem and issues. **Recommended Prior Course:** ITS310. Course not eligible for Prior Learning Assessment (PLA) credit.

**ITS320**  
**Basic Programming**  
3 credits  
This course provides a detailed overview of fundamental programming, design, and testing concepts using Python. Students are introduced to the fundamentals of Python scripting and will become proficient in writing modular Python classes. At the core of class method development, students will write Python methods using lists, dictionaries, conditional logic, and looping controls. **Recommended Prior Course:** ITS310. (This course is also offered through SSA. Cred-
ITS325  
**Technology, Ethics, and Global Community**  
3 credits  
The course provides an exploration of the relationships between science, ethics, and technology, and the understanding of their roles in the global community. Students will understand and apply cyber law to the global marketplace as well as provide examples of Internet business models and how they are impacted by patent law. Students will gain a detailed understanding of the relationship that exists between technology and ethics from a business perspective. **Prerequisite:** ITS310.

ITS350  
**Information Systems and Security**  
3 credits  
Education in the need for security, planning, cryptology, and security technologies. Prepares students for CompTIA Security+ certification exam. **Recommended Prior Course:** ITS310 or ITS315. **Course not eligible for Prior Learning Assessment (PLA) credit.**

ITS360  
**Introduction to Cyber Security and Digital Crime**  
3 credits  
This course provides students with an introduction to cyber security and digital crime to information technology professionals interested in information security. Students will learn about information security threats, dangers, and risks that organizations face in the workplace as well as the ability to analyze potential vulnerabilities that can have an adverse impact on digital assets.

ITS405  
**Intermediate Networking**  
3 credits  
This course provides students with the skills and knowledge necessary to implement a core Windows Server 2016 infrastructure in an enterprise environment. The course covers implementation, management, maintenance, and provisioning of services and infrastructure in a Windows Server 2016 environment. This course aligns with, and prepares students to obtain, the Microsoft Certified Solutions Associate (MCSA): Windows Server 2016 certification 70-740: Installation, Storage, and compute with Windows Server 2016. **Recommended Prior Course:** ITS315. **(Credits earned using this option will appear on transcripts with an “S” suffix.) Course not eligible for Prior Learning Assessment (PLA) credit.**

ITS410  
**Database Management**  
3 credits  
This course teaches students to design, implement, and use database management systems. Students gain a working knowledge of available software packages, concepts of query languages, software integration services, and security considerations. Students will also learn fundamentals of structured query language (SQL) in developing common queries and reports. **Note:** Access to a Windows-based operating system is required for this class. **Recommended Prior Course:** ITS310 or ITS315; ITS320. **(This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.) Course not eligible for Prior Learning Assessment (PLA) credit.**

ITS415  
**Principles of Cyber Security**  
3 credits  
This course provides an overview of cybersecurity threats, compromises and the related protection mechanisms. Topics include security of communications, networks and infrastructures. The course also discusses best practices in security policy formulation, cyber forensics and prevention of cybercrimes. Overall, the course introduces the latest developments in the field. **(This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.) Prerequisite:** ITS310.

ITS420  
**Advanced Networking Systems**  
3 credits  
This course presents advanced network and systems concepts to the student utilizing Linux. Students gain an under-
standing of the basics of networking routing and switching. They also examine and practice the concepts and skills necessary to function as a system administrator in a Linux environment. It prepares students for the Linux+ certification exam. Prerequisite: ITS315. Course not eligible for Prior Learning Assessment (PLA) credit.

**ITS425**
**Ethical Hacking and Penetration Testing**
3 credits
This course provides students with the experience needed to secure information systems against attacks such as viruses, worms, as well as other system weaknesses that pose a significant danger to organizational data by using ethical hacking and penetration testing to uncover common techniques used by cyber criminals to exploit system vulnerabilities. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.) Prerequisite: ITS415. Course not eligible for Prior Learning Assessment (PLA) credit.

**ITS430**
**Network Enterprise Solutions**
3 credits
ITS430 Network Enterprise Solutions provides students with the skills and knowledge necessary to deploy, configure, and manage Microsoft Windows Server 2016, a powerful and complex operating system. Over the next eight weeks, you will learn a great deal about Windows Server 2016. This course aligns with, and prepares student to obtain, the Microsoft Certified Solutions Associate (MCSA): Windows Server 2016 certification 70-741: Networking with Windows Server 2016. Prerequisite: ITS315. Course not eligible for Prior Learning Assessment (PLA) credit.

**ITS439**
**Virtualization Technology Fundamentals**
3 credits
This course provides students with an introduction to the concept of virtualization. Virtualization is achieved through the use of both hardware and software in a manner that gives the perception that a physical environment exists when, in fact, it may not. Students will understand how operating systems in a computer utilize virtual memory to provide applications with the ability to run better and faster without adding more physical memory. Students will explore the concept of server virtualization, which similarly gives the appearance and benefit of having multiple processors running simultaneously. Students will evaluate the present status and future direction of virtualization. Actual virtualization software will be used to provide students with a real-world experience. This course aligns with the VMware Data Center Virtualization Fundamentals certification. Prerequisite: ITS315. Course not eligible for Prior Learning Assessment (PLA) credit.

**ITS441**
**Cloud Technology Fundamentals**
3 Credits
Students in this course are introduced to the concepts of cloud technology, which has caused a paradigm shift in electronic storage and security. Students will understand the manner in which companies utilize their cloud-based servers and other storage devices to dynamically adjust the available storage based on demand. Students will also gain an understanding of the added security risks that companies are now faced with as a result of cloud technology. In this course, students will learn about implementations of cloud technology, including SaaS, PaaS, and IaaS. In addition, cloud-based data storage solutions will be covered. This course maps to and adheres to the CompTIA Cloud+ certification. Prerequisite: ITS439. Course not eligible for Prior Learning Assessment (PLA) credit.

**ITS442**
**Enterprise Cloud Computing**
3 Credits
This course emphasizes the business applications of cloud computing. Students will learn about cloud computing concepts, architecture, and service management. They will understand the advantages and disadvantages associated with a cloud computing platform for business applications, such as those related to financial feasibility, business benefits, and security risks. Students will learn to apply standards and best practices to evaluate alternative cloud solutions in determining which is most appropriate for a given business environment. This course also includes a teamwork component that is based on project management principles to design a cloud-based application. Prerequisite: ITS441.

**ITS443**
**Server Virtualization Technologies**
3 Credits
Students in this course will learn the skills to design, implement, manage, and maintain a virtualization infrastructure using current Microsoft Virtualization technologies. The course provides details on how to deploy and manage Hyper-V and Remote Desktop Services on Windows Servers. The course also provides details on how to manage a server virtualization environment by using System Center products such as System Center Virtual Machine Manager.
COURSES OF INSTRUCTION

(VMM), System Center Operations Manager, System Center Data Protection Manager, and System Center Configuration Manager. In addition, students will explore the Windows Azure capabilities for virtual machines and managing a hybrid cloud, including Windows Azure’s Internet as a Service (IaaS) and storage capabilities. This course aligns with the Microsoft Monitoring and Operating a Private Cloud with System Center 2012 exam 70-246. Prerequisite: Experience with Windows Servers; ITS442

ITS446
Securing Virtual and Cloud Systems
3 credits
Students in this course are introduced to the concepts of virtualization security including the types of virtualization, the importance of securing virtualized networks and discussions of the various virtualization program offerings. Additionally, students in this course are introduced to the concepts of cloud security. Students will understand the strategy for securely implementing network policies and integrating virtual networks into the existing physical infrastructure. Students will also gain an understanding of how to analyze and implement security for public and private clouds. In this course, students will learn about implementations of effective practices for securing virtual machines without creating additional operational overhead for administrators. In addition, students will learn how to protect networks, operating systems and applications in various cloud deployments. Prerequisite: ITS443

ITS455
Digital Forensics and Investigations
3 credits
This course provides students with an insight to cyber security professional intrusion detection methods, information security tools, and preventative measures to information security risks. Students will learn how to respond to cyber breaches which includes the recovery, preservation, analysis of digital crime scene evidence, and proper incident response to cyber criminals. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.) Prerequisite: ITS415

ITS460
Information Security Legal and Ethical Issues
3 credits
In this course students will examine how law, ethics, and technology intersect in organizations that rely on information technology. Students will gain an understanding and insight into issues arising from privacy, secrecy, access control, and policy enforcement, as well as other legal and ethical dilemmas prevalent in today’s organizations.

ITS495
Information Technology Practicum
3 credits
This course is designed for students as an opportunity to demonstrate program outcomes learned in the B.S. Information Technology under the supervision of both faculty and organizational personnel. Assignments are designed to combine theory and professional practice and include weekly journals, a mid-term conference with the instructor, faculty practicum coordinator, and on-site supervisor, as well as a final report reviewing the practicum experience. This course may not be available in all states, see the State Specific Authorization Policy under Admissions Policies. Prerequisite: ITS320, ITS410, and ITS430. Course not eligible for Prior Learning Assessment (PLA) credit.

Interdisciplinary Professional Studies

IPS450
Individualized Learning Portfolio
3 credits
This course will serve as the terminal capstone for the Bachelor’s Program in Interdisciplinary Professional Studies. Students will link all of the courses in their specific program of study into a research project that highlights their learning experiences. Students will then craft a coherent and focused thesis that blends theory and research knowledge into practice. Students will learn the techniques required to conduct an academic research project, as well as the techniques required to write a senior thesis paper. Prerequisite: All core and specialization courses. Course not eligible for Prior Learning Assessment (PLA) credit.

International Management Courses

MIM500
Business Strategy in the Global Economy
3 credits
This course addresses the role of international political and economic issues and the challenges facing trade and foreign business policies in developing nations which seek to attract business investments. Students evaluate the potential business opportunities and the risks associated with global expansion projects, as well as the role of labor and access to natural resources, and the utilization of International Monetary Fund (IMF) resources and foreign investment. Analyses of cultural, economic, societal, and political differences framed within the context of international com-
commerce provide a background for strategic decisions. This course may not be available in all states, see the State Specific Authorization Policy under Admissions Policies.

**MIM510**  
**International Trade**  
**3 credits**  
The following course description takes effect in the Fall-D trimester. Consult the Spring 2015-2016 Catalog for the previous course description. This course addresses the theory and role that international trade plays in economic integration and development through trade policy. Students review regional and country specific political agendas, including protectionism and sanctions, and gain an understanding of a multinational approach to trade regulations.

**MIM520**  
**Global Financial Management**  
**3 credits**  
This course examines the corporate financial management process, taking into account international variations relevant to conducting business globally. Topics include global financial markets, foreign exchange and derivatives markets, risks associated with foreign investment, and regulatory issues affecting foreign investment. Students discuss investment and financial exchange differences with a focus on limitation of loss and enhancement of returns.

**MIM530**  
**Technology Management in the Global Economy**  
**3 credits**  
This course encompasses the process of managing technology within the global business environment. Topics covered include voice, video, and data applications, as well as the roles of these tools in financial and competitive positioning for global market expansion. Students also learn to analyze future trends in technology and their effects on an organization.

**MIM560**  
**International Business**  
**3 credits**  
The following course description takes effect in the Fall-D trimester. Consult the Spring 2015-2016 Catalog for the previous course description. This course examines the factors that affect international business. Topics include the analysis of a country for prospective business opportunities, including the assessment of internal cultural and societal characteristics, how economic policies and regulations relate to trade activities, natural resource, labor, and outsourcing opportunities and their influence on the advancement of multinational enterprises. Challenging and unique considerations in the formulation and execution of organizational expansion considerations are addressed.

**MIM580**  
**Capstone - International Management**  
**3 credits**  
The following course description takes effect in the Fall-D trimester. Consult the Spring 2015-2016 Catalog for the previous course description. In this capstone course, students apply international management knowledge to develop a business plan for an international organization. Topics include global expansion from a cultural perspective, regulatory constraints and benefits, human resources issues relating to hiring foreign-based employees, protectionism and trade, exchange rate and foreign investment, and the role of foreign politics in economic development. The comprehensive capstone project integrates content learned throughout the program. Prerequisite: All core and specialization courses.

**MIM595**  
**Internship**  
**3 credits**  
This course is designed for students as an opportunity to demonstrate program outcomes learned in the Master in International Management under the supervision of both faculty and organizational personnel. Assignments are designed to combine theory and professional practice and include weekly journals; a mid-term conference with the instructor, faculty internship coordinator, and on-site supervisor; and a final report reviewing the internship experience. Course not eligible for Prior Learning Assessment (PLA) credit.

**Library Courses**

**LIB300**  
**Research in the Information Age**  
**1 credit**  
This course focuses on the Information Literacy Standards for Higher Education put out by the Association of College and Research Libraries. Course not eligible for Prior Learning Assessment (PLA) credit.
Management Courses

MGT300
Principles of Management
3 credits
An examination of the basic functions of management, including planning, organizing, leading, staffing and controlling and how they can be utilized to strengthen management, employee and organizational performance. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

MGT301
Perspectives on Organizational Behavior
3 credits
Overview of attitudes, behavior and performance of individuals and groups and how they shape organizations. Included is a review of individual differences, decision making, power, motivation and change in understanding the various aspects of organizational life and culture. This course is no longer available.

MGT302†
Modern Organizational Theory
3 credits
A study of organizational theories and how they relate to an organization’s environment, structure and design in influencing its strategic and operational effectiveness. Focus includes the roles of individuals and groups operating in contemporary organizational systems. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.) This course is no longer available.

MGT305
Introduction to International Business
3 credits
This is an introductory course in international business, focusing on how American firms function in sociocultural, demographic, political, legal, economic, and technological environments outside of the United States. A special emphasis on the influence of culture on business decision-making will be researched and analyzed. This course creates the foundation to study more international dynamics of various functional areas, such as accounting/finance, economics, management, and marketing.

MGT315
Business Law
3 Credits
This course focuses on the tools for understanding the principles underlying the legal environment of business. The course identifies the current legal rules and regulations affecting businesses and students become familiar with the new developments and trends that will greatly affect future transactions. This course introduces the U.S. legal system, coverage of the major components of contract law, employment law, accounting law, and an examination of business liability issues under tort law. In addition, the intellectual property issues of trade secrets, trademarks, patents, and copyrights will be covered. The impact of digital technology and business globalization will be integrated into each topic discussed. This course is a replacement course for MGT20 as of the 2016-2017 Spring A term. Students in the Bachelor of Science in Business Management program cannot receive credit for both these courses. Course not eligible for Prior Learning Assessment (PLA) credit.

MGT320
The Legal and Ethical Environment of Business
3 credits
An introduction to the legal influences upon and within businesses, including statutory, executive, administrative, and case law. Included are the roles and influences of contracts and regulations upon business operations as well as the ethical issues encountered within the business environment and the associated legal implications. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.) This course is no longer available.

MGT350
Business Policy and Strategy
3 credits
An analysis of the process of developing business policies and how strategies are formulated, implemented, and evaluated. Students will gain the knowledge of how business strategies establish and influence the company’s position within its industry. This course is considered prerequisite and may be waived through transfer of equivalent lower division coursework or demonstrated workplace knowledge. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)
MGT351
Organizational Innovation and Change
3 credits
Analysis of the dynamics of change and the importance of innovation within modern organizations. Emphasis on how managers can develop a culture receptive to new ideas, products, processes, and systems for improving organizational performance. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

MGT405
Management in the Global Economy
3 credits
An analysis of the social, political, technological and economic factors that influence practices and decisions in an international/global organization. Included is the analysis of the scope of expansion and appropriate operations in the international marketplace. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.) This course was formerly ECN405.

MGT410
Project Management
3 credits
The following course description takes effect in the Fall-D trimester. Consult the Spring 2015-2016 Catalog for the previous course description. This course provides students with an overview of important aspects of managing both small and large projects, including assessment of needs, development of specifications, acquisition of labor and materials, optimization of schedules, controlling costs, and ensuring outcomes and deliverables. Students learn project management techniques, ways that projects can be managed and organized, and how to plan and control a project. Utilization of software tools providing efficient and effective processes is emphasized. Students who take MGT410 should not take PJM310. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

MGT451
Business Policy Development and Implementation
3 credits
An analysis of the roles and responsibilities of leaders in developing governance and operational policies within the corporate world. Focus includes how policy development and implementation influence and determine the business’s strategic direction. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

MGT455
International Business
3 credits
The course emphasizes economic, legal, political, governmental, financial, and cultural issues related to international business environment and the multidisciplinary development of strategies to address it. This course is no longer available.

MGT470
Conflict Management and Negotiation
3 credits
Identification and analysis of management strategies for dealing with both functional and dysfunctional conflict in the workplace. Included is a study of conflict management styles of avoidance, accommodation, collaboration, negotiation, mediation and domination. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.) This course is no longer available.

MGT475
Strategic Innovation and Ideas
3 credits
This practical course introduces students to fundamental aspects of the strategic innovation process. It addresses the challenges of ideas development and evaluation for commercial feasibility, presenting a business case, design/development and commercialization. It covers basic management practices and critical success factors required to excel in successful innovation, such as Corporate Governance and Social Responsibility, time-based management, corporate agility. This course would also assists in preparing students to sit for the New Product Development Professional certification offered by the Product Development & Management Association (PDMA). (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

MGT480
Capstone – Applying Growth and Sustainability in the Global Marketplace
3 credits
This course is designed to include modules that will contain activities that students; engage in to demonstrate skills and abilities to address business issues typical of multi-national and international organizations. Students will address a business issue typical of the international
business environment and will develop a plan to address
the issue in a sustainable, ethical, cultural, and social
responsible effort while determining the practical and
financial impact to the organization. This course is
designed to cultivate an understanding of the processes
involved in addressing global economic issues in an
increasingly fast-paced, rapidly changing, and highly uncer-
tain business environment. Prerequisite: All core and special-
ization courses. Course not eligible for Prior Learning
Assessment (PLA) credit. This course is no longer available.

MGT481
Capstone - Business Policy Development and Implemen-
tation
3 credits
This course provides an analysis of the roles and responsi-
bilities of leaders in developing governance and operational
policies within the corporate world. Focus includes how
policy development and implementation influence and
determine the business’s strategic direction. The course
includes entering the “Capstone Business Simulation”
experience, where participants face a complex and rapidly
evolving scenario in which business acumen is tested and
enhanced through modeling, analysis and strategic plan-
ing. The “Capstone Business Simulation” provides the rare
opportunity to experience running a complete business,
with the benefit of reports that show clear correlations
between management decisions and outcomes. Faced with
a full range of strategy-based decision-making options, par-
ticipants have the opportunity to try new tactics, test unfa-
miliar strategic paradigms and take risks in a risk-free
environment. Prerequisite: All core and specialization courses.
Course not eligible for Prior Learning Assessment (PLA) credit.

MGT495
Business Management Practicum
3 credits
This course allows students to demonstrate program out-
comes learned in the Bachelor of Science in Business Man-
agement program, under the supervision of both faculty
and organizational personnel. Assignments combine theory
and professional practice and include weekly journals; a
mid-term conference with the instructor, faculty practicum
coordinator, and on-site supervisor; and a final report
reviewing the practicum experience. This course may not
be available in all states, see the State Specific Authoriza-
tion Policy under Admissions Policies. Prerequisite: A mini-
mum of 3 core courses. Course not eligible for Prior Learning
Assessment (PLA) credit.

MGT500
Organizational Behavior
3 Credits
The course emphasizes human behavior theories and orga-
nization development theories, including concepts and pro-
cesses related to management of self, teams, and the
organization. Topics include personality, emotions, ethics,
learning, motivation, conflict, negotiation, leadership, and
followership. These topics are supported through expecta-
tions of scholarly writing requirements including library
resources and APA Guidelines.

MGT505†
Market Planning
3 credits
Examine an organization’s strategy and the integration into
a well-designed marketing plan. Analyze the components
of a marketing plan including the management summary,
quantitative objectives, new/current product planning and
development, and the strategic execution of the plan. This
course is no longer available.

MGT510
Strategy Planning
3 credits
This course examines and applies the concepts and theo-
ries of strategic planning in present-day organizations.
Topics include strategy development and implementation
based on internal and external analysis of the organization.
The course includes the perspective of both the domestic
and global economy. Special attention is given to innova-
tion, technology, and entrepreneurial perspectives. Stu-
dents cannot receive credit for MGT510 and MGT545.

MGT535
Managerial Communication in the Marketplace
3 credits
This course is designed for the practicing professional, and
focuses on internal and external communications practices
and strategies within and beyond organizational settings.
Students consider communication styles, interpersonal
communication skills, business and professional writing,
presentation, and communication in various formats,
including electronic communication. Students cannot
receive credit for both MGT535 and ORG536.
MGT545
Strategic Planning and Innovation
3 credits
This course is an exploration of the essentials of business strategy development, with a focus on innovation and inherent challenges associated with strategy creation and implementation. The course focuses on setting strategy, developing market opportunity analysis, and establishing organizational goals with consideration of internal and external resources, market opportunities, and return on investment. Topics include strategy, market opportunity analysis, market research, the use of new technologies, and tactics for achieving competitive advantage.

MGT550
Systems Design
3 Credits
This course explores systems in relation to business, management, and research. Rather than a reductionist view, systems design focuses on entire webs of relationships viewed in the larger context to determine patterns that are dependent on time and context. Course topics include classic systems theory; new science systems theory including chaos, complexity, and self-organizing systems theories; research philosophy and methods; social systems including project teams, virtual teams, contractual and contingent workforces, and organizational structure; innovation and disruption; systems operations; and systems performance.

MGT571
Strategic Product Innovation
3 credits
This practical and applied course introduces students to fundamental and advanced aspects of product development. The course addresses the challenges of idea development and evaluation for commercial feasibility, building a business case, and design/development of products and services, as well as the requirements and demands of commercialization.

MGT572†
Decision Theory within the Global Marketplace
3 credits
Students are introduced to fundamental and advanced aspects of strategic innovation integration in a dynamic global marketplace. Focused on decision theory, this course analyzes the roles of leaders and managers in organizational decision making, at both the individual and organizational levels using innovation as the platform. It addresses the challenges of idea development and evaluation for commercial feasibility, building a business case, design/development of products and services as well as the requirements and demands of commercialization. Practical problem solving and conflict management skills are practiced through the application of decision-making tools and leadership approaches for leading change in professional settings. This course is no longer offered as of the 2014-2015 Fall-A term. Students cannot receive credit for both MGT571 and MGT572. This course is no longer available.

MGT575
Critical Evaluation of Research and Theory
3 credits
This course emphasizes the critical evaluation of research and theory in an applied management setting and focuses on the comprehension and evaluation of research related to managing organizations. Topics include the research process, including qualitative and quantitative approaches, and applied research design. The research project begun in this course is completed in MGT581. Emphasis is placed on identifying the research problem, purpose, research questions, audience, and theoretical framework of an applied research project.

MGT576
Qualitative and Quantitative Analyses and Decision Making
3 credits
This course examines systematic critical thinking through related topics of qualitative analyses, quantitative analyses, and decision making. Students apply quantitative and qualitative research methods focused on strategic decision models with potential topics including ethics, innovation, change management, organization behavior, e-business and technology, collaboration, diversity, or operations management. Students may also select a specific topic based on their own area of interest related to the field of management.

MGT579
Capstone — Management
3 credits
This course provides students with the opportunity to integrate and synthesize their learning from core management courses, such as MGT576. Students analyze selected case studies to demonstrate critical thinking abilities and skills needed to be effective decision makers using both quantitative and qualitative data. Students analyze quantitative and qualitative data, and make recommendations for sus-
COURSES OF INSTRUCTION

MGT581
Management: Strategy and Execution
3 credits
This capstone course brings together the knowledge and skills needed to be successful in the global marketplace. The focus of the course is on defining and researching a practical business problem or entrepreneurial opportunity. The research project provides the opportunity to utilize strategy, research skills, analytical tools and models, as well as decision sciences culminating in a business project of strategic benefit to the student and/or a current organization. Prerequisite: All core and specialization courses

MGT595
Management Internship
3 credits
This course is designed for students as an opportunity to demonstrate program outcomes learned in the Master of Science in Management under the supervision of both faculty and organizational personnel. Assignments are designed to combine theory and professional practice and include weekly journals, a mid-term conference with the instructor, faculty internship coordinator, and on-site supervisor, as well as a final report reviewing the internship experience. This course may not be available in all states, see the State Specific Authorization Policy under Admissions Policies. Prerequisite 3 Core Courses. Course not eligible for Prior Learning Assessment (PLA) credit.

Management Information Systems Courses

MIS300
Information Systems Design and Management
3 credits
Overview of issues, processes and technology utilized in the design and management of information systems. Analysis includes needs assessment, database management, software capacity, security features, and decision making applications. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

MIS350
Information Systems Analysis and Design
3 credits
This course provides students with the ability to design and develop systems to solve problems, integrate disparate mechanisms, and improve system efficiencies using industry standards. Recommended Prior Course: MIS300. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

MIS407
Database Concepts
3 credits
The course covers the basics of relational databases, including basic terminology and concepts, database integrity, and normalization. The relational model will be examined in detail in order to appreciate database structure, integrity, and manipulation. Current relational database management systems will be explored and contrasted, as will basic relational database design and SQL programming. This course is a replacement for ITS407 as of the 2013-2014 Spring-A term. Students cannot receive credit for both these courses.

MIS440
Cloud Computing and Big Data
3 credits
The promise of cloud computing technology to provide unlimited utility computing and storage capacity to organizations is investigated. The various types of current cloud computing services and big data solutions offered by the major service vendors are studied. The challenges of managing “big data” are reviewed, and the relationships of cloud computing, big data, and data mining are examined.

MIS445
Statistics in Business Analytics
3 credits
A study of data analysis, data production, and statistical inference. Areas of study include: surveys and designed experiments, randomization, causation, regression, and inference using hypothesis tests. This course also explores using statistical methods for the analysis of, data for an enterprise performance and quality, effectiveness, and marketability. Statistical software will be utilized to conduct a predictive analysis, analyze the results, and document the findings. The preparation of input data for analysis from a relational database using SQL is also performed. Course not eligible for Prior Learning Assessment (PLA) credit.
MIS450
Data Mining
3 credits
Investigate various statistical approaches used for data mining analyses. The preparation of data suitable for analysis from an enterprise data warehouse using SQL and the documentation of results is also covered. A simple data mining analysis project is performed to reinforce the concepts. *(This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)*

MIS480
Capstone - Business Analytics and Information Systems
3 credits
This capstone course provides students with the opportunity to demonstrate competency on the key domains of business analytics. Students will integrate knowledge gained throughout the program - including leadership and management principles, business policy and strategy, information systems analysis and design, database concepts, big data and cloud computing, data mining, and statistics - to complete capstone assignments in this course.

MIS495
Management Information Systems and Business Analytics Practicum
3 credits
This course is designed for students as an opportunity to demonstrate program outcomes learned in the B.S. in Management Information Systems under the supervision of both faculty and organizational personnel. Assignments are designed to combine theory and professional practice and include weekly journals, a mid-term conference with the instructor, faculty practicum (coordinator, and on-site supervisor, as well as a final report reviewing the practicum experience. This course may not be available in all states, see the State Specific Authorization Policy under Admissions Policies. *Prerequisite 3 Core Courses. Course not eligible for Prior Learning Assessment (PLA) credit.*

MIS500
Foundations of Data Analytics
3 credits
This course introduces students to the methodologies, techniques, and tools most commonly used in data analytics. These foundational methods are from the fields of statistics, operations research, and information systems. Topics include techniques and tools for visualization, inference, forecasting, optimization, simulation, and data mining. The emphasis is on exposing the student to the techniques and software tools that are used in the industry and will be used in the rest of the program.

MIS510
Data Mining and Visualization
3 credits
This course will provide the basic framework for conducting various data and text mining methodologies, including logistic regression analyses, classical discriminant analyses, association rule, decision tree, support vector machine, neural networks, variable reduction, cluster analysis, text analytics, and web mining. In addition, this course teaches the essential and practical skills in visualization, including computer graphics, visual data representation, physical and human vision models, numerical representation of knowledge and concepts, pattern analysis, and computational methods. *Recommended Prior Course: MIS500*

MIS530
Predictive Analytics
3 credits
This course covers the fundamental predictive analytics and data mining approaches applied in business. It introduces basic concepts and techniques to discover patterns in data, identify variables with the most predictive power, and develop predictive models.

MIS540
Introduction to Business Intelligence
3 credits
This course provides students with an overview of Business Intelligence (BI) for an enterprise, establishing the foundation for using data in cross-functional key areas, such as accounting, sales, production, customer data, and other elements, to assist with generating actionable intelligence data for decision making in order to achieve or maintain competitive advantage in the workplace and evaluate how well corporate key performance indicators are being met.

MIS541
Data Warehousing in Enterprise Environments
3 credits
This course provides students with an overview of data warehouses in an enterprise and how data is captured, analyzed, and translated into information to assist executives with streamlined information from disparate systems for effective decision making based on data for strategic and operational objectives in an enterprise.
MIS542  
**Business Analytics**  
3 credits  
This course provides an overview of the tools and techniques for analyzing business data in order to develop comprehensive and functional solutions. Topics include forecasting, simulation, and data modeling for complex problem analysis in medium to large organizations.

MIS543  
**Enterprise Performance Management**  
3 credits  
This course provides an in-depth understanding of how business intelligence aligns with the realization of organizational strategy. Topics include key performance indicators, organizational goals, and the role of effective management in meeting enterprise objectives.

MIS581  
**Capstone - Business Intelligence and Data Analytics**  
3 credits  
This capstone course provides students with the opportunity to demonstrate competency on the key domains of business intelligence and data analytics. Students will learn to integrate concepts learned throughout the entire program and develop a comprehensive project in a specific domain of analytics, such as web analytics, social media analytics, big data analytics, or healthcare analytics. **Prerequisite:** All courses in the major. Course not eligible for Prior Learning Assessment (PLA) credit.

**Marketing Courses**

MKG300†  
**Marketing Strategy Development**  
3 credits  
The formulation of strategies for marketing products and services in light of pricing, product, promotion, and placement factors and issues. Emphasis on creating product distinction and consumer demand in a competitive environment. **This course was replaced by MKG310 and is no longer available.**

MKG310  
**Introduction to Marketing**  
3 credits  
This course provides a general introduction to marketing principles and policies. Topics such as marketing functions, price policies and controls, distribution channels, merchandising, and market research as well as competitive practices and government regulations, product development, and integration of marketing using digital technology are presented. Students also gain a basic understanding of the 4Ps (product, place, price, promotion). Students who completed MKG300 cannot earn credit for MKG310. In this course, the student will obtain a general introduction to marketing principles and policies. Course units include marketing functions; price policies and controls; distribution channels, merchandising, and market research; competitive practices and government regulations; product development; and integration of marketing with technology, a basic understanding of the 4Ps (product, place, price, promotion), and current issues. **(This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)**

MKG330  
**Consumer Behavior**  
3 credits  
This course prepares students to analyze consumer purchasing behavior as it relates to the development of marketing mix programs. Important considerations include economic, psychological, cultural, cognitive, and social factors. Focus will include a review of the impact of digital marketing on consumer purchasing. **(This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)**

MKG340  
**Product and Brand Management**  
3 Credits  
This course provides an analysis of product and brand management as applied to goods and services. Students will be prepared to create value to targeted customers via ideation, planning/design, and implementation of successful product and brand development strategies. Brand elements will be analyzed for effectiveness.

MKG350  
**Promotion and Public Relations**  
3 credits  
This course introduces the field of advertising, public relations, and the use of digital marketing. Topics include media relations, media buying, determining appropriate media, promotions, public relations, and publicity development tools. Students also examine methods for improving customer satisfaction, relationship-building strategies, and ethics in advertising and public relations. **(This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)**
COURSES OF INSTRUCTION

MKG360
Personal Selling and Sales Management
3 credits
This course addresses the complex and demanding responsibilities of sales management and training. Topics include forecasting; territory management; understanding customer expectations and buyer behavior; gathering feedback; communicating; budgeting; relating sales to marketing goals; and developing a CRM (customer relationship management) model. The basics of sales from pre-prospecting through the purchase and follow-up steps are reviewed. Additionally, the impact of digital marketing on the sales management role will be analyzed. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

MKG370
Website and Content Marketing
3 credits
This course examines content marketing through the use of internet tools such as websites, search engines, mobile platforms and video/image based marketing. It further examines how popular website development tools are used to create engaging and interactive websites. Additionally, the course reviews search engine marketing (SEM) leading to search engine optimization (SEO) and pay-per-click advertising (PPC).

MKG380
Social Media Marketing
3 credits
This course provides the student with conceptual frameworks of how social media is strategically used in a marketing plan. It examines the use of popular social media platforms that include well-established platforms as well as emerging forms to include email marketing, mobile marketing, gaming, and location based mediums. Additionally, this course provides a basic understanding of how to measure the effectiveness of, and assess ethical issues associated with, social media marketing.

MKG400
International and Multi-Cultural Marketing
3 credits
This course provides a conceptual framework for marketing internationally using both traditional and digital marketing methods. Students explore development of international marketing programs, as well as the various macroenvironmental factors that affect decision-making in an international setting. Additionally, a multi-cultural view of marketing will look at differences across diverse consumer segments to influence future consumption. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

MKG410
Retail Marketing/Management
3 credits
This course provides a study of the principles and function of retailing and retail management. The course features analysis of various fundamental problems in retailing, location, and layout; merchandise planning; buying and selling organizations; expense analysis and control; and coordination of store activities. Additionally, this course provides a basic understanding of incorporating electronic marketing of goods/services such as strategies for using Internet to leverage marketing mix (product, price, place, promotion) and current practices of online buying. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

MKG420
Digital Marketing
3 credits
This course provides the student with a theoretical and application-oriented understanding of the internet marketplace and its role in an overall marketing strategy. The course examines the vital daily functions a company performs with regards to digital marketing, to include email marketing, social media, mobile marketing, video marketing, and display advertising. Additionally, this course provides a basic understanding of how to measure the effectiveness of, and assess ethical issues associated with, digital marketing. Course not eligible for Prior Learning Assessment (PLA) credit.

MKG425
Marketing Strategy for Small Business
3 credits
This course shall discuss the process for marketing small business products and services. The impact of digital marketing techniques on the small business’ effectiveness in marketing will be examined. Students shall analyze the different methods involved in building market share from the inception of a product or service through the consumer growth cycle as market share increases. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)
COURSES OF INSTRUCTION

MKG430  
Market Research Through Digital Metrics & Analytics  
3 credits  
This course relates traditional market research concepts to the digital marketing platform through the use of SEM, SEO and PPC towards web optimization. The course reviews measurement and predictive analytics for marketers. Additionally, this course reviews Google analytics and Google Adwords in a marketing application.

MKG440  
Strategic Marketing  
3 credits  
This course provides students with advanced marketing theories and hands-on application of various new opinions in the marketing field. Students learn to formulate sales and marketing decisions while considering such factors as, consumer behavior/buying patterns, marketing variables, and global marketing issues from an integrated marketing communications perspective. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

MKG470  
Market Research  
3 credits  
This course provides students with the knowledge and skills necessary to understand market research and apply best practices to marketing decision-making from both a consumer and a creator perspective. Topics such as research methodology, the difference between domestic and international research, and the value of both quantitative and qualitative data are presented. Students will also learn how statistical evidence can be utilized for organizational objectives. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

MKG480  
Capstone - Marketing Strategy and Execution  
3 credits  
This capstone course allows students to put key marketing principles into practice. Students will demonstrate their ability to design effective, long-range marketing strategies that meet the demands of today’s dynamic consumer environment. Students explore marketing trends, marketing management decision making, consumer attitudes, niche marketing, advertising strategies, distribution channels, and the use and misuse of various marketing media by developing a company analysis and a strategic short and long term plan. Prerequisite: All core and specialization courses. Course not eligible for Prior Learning Assessment (PLA) credit.

MKG495  
Marketing Practicum  
3 credits  
This course is designed for students as an opportunity to demonstrate program outcomes learned in the B.S. in Marketing under the supervision of both faculty and organizational personnel. Assignments are designed to combine theory and professional practice and include weekly journals, a mid-term conference with the instructor, faculty practicum coordinator, and on-site supervisor, as well as a final report reviewing the practicum experience. This course may not be available in all states, see the State Specific Authorization Policy under Admissions Policies. Prerequisite: 3 core courses. Course not eligible for Prior Learning Assessment (PLA) credit.

MKG500  
Marketing Management  
3 credits  
This course examines the strategic management, implementation, and control of marketing programs within an organization. Students conduct analysis of the internal and external environment with respect to both the controllable and uncontrollable market variables. Students will apply the marketing mix to complex business decisions while maximizing reach to the target market.

MKG510  
Strategic Analysis of IMC & Digital Marketing  
3 credits  
This course provides the student with a managerial and theoretical understanding of the internet marketplace and its role in an overall marketing strategy. The course examines the vital daily functions a company performs with regard to digital marketing and how integrated marketing communications is utilized for improving customer retention, service, and relationships. Additionally, this course provides a basic understanding of the legal and ethical implications associated with digital marketing.

MKG520  
Management of Market Research & Digital Analytics  
3 credits  
This course explores current market-research methods through both traditional and digital methodologies. Management and analysis of vast amounts of available data through digital analytics will be emphasized. Examination
of how using research and analytics can positively impact overall organizational effectiveness.

**MKG580**
**Capstone - Strategic Product & Brand Management**
3 credits
This course analyzes the strategic implementation of brand and product management campaigns. Understanding the internal and external environment as well as the targeted customer are important elements within the brand management process. Planning, control, implementation and measurement techniques will be discussed as an effective strategic brand management process is developed.

**Mathematics Courses**

**MTH109**
**Mathematical Explorations**
3 credits
This course emphasizes quantitative reasoning and problem solving presented through various mathematical concepts. Topics include set and graph theory, probability, voting techniques, consumer mathematics, and statistics. This course fulfills the Mathematics general education requirement. This is an approved Colorado gtPathways course. **Course not eligible for Prior Learning Assessment (PLA) credit.**

**MTH122**
**College Algebra**
3 credits
This course examines the concepts and techniques of college algebra and their uses in solving problems that arise in real world examples. This course contains a brief review of intermediate algebra, elementary functions including exponential and logarithmic, graphing of functions for mathematics, science, computer and business applications, equations and inequalities, and linear systems. The course will emphasize the development of problem solving skills applicable to the real world rather than on memorization of formulas. This course fulfills a general education Mathematics requirement. This is an approved Colorado gtPathways course. **Course not eligible for Prior Learning Assessment (PLA) credit.**

**MTH156**
**Introduction to Statistics**
3 credits
This course provides an introduction to data analysis, data production, and statistical inference. Areas of study include surveys and designed experiments, randomization, causation, regression, and inference using hypothesis tests. This course fulfills a general education Mathematics requirement. This course is an approved Colorado gtPathways course. **Course not eligible for Prior Learning Assessment (PLA) credit.**

**MTH410**
**Quantitative Business Analysis**
3 credits
This course provides students with skills to analyze data and apply concepts of statistical analysis and research in a business context. Students formulate conclusions from data using descriptive and inferential statistical methods and expand on knowledge of the underlying theory behind types of data, data sources, data organization, measures of central tendency and variation, probability, and probability distributions. **(This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.) Course not eligible for Prior Learning Assessment (PLA) credit.**

**MTH525**
**Discrete Mathematics**
3 credits
This graduate-level course will provide an introduction to discrete structures. The topics will range from: set theory, logic, number theory, recursion, combinatorics, graph theory and basic probability. Great emphasis will be focused on methods of mathematical proof: direct proof, induction, contradiction. This course will also offer best practices for Dual Credit course instruction and discussions of standard pedagogy. **Previous undergraduate coursework (at least 21 credits of undergraduate Mathematics coursework) is assumed. Course not eligible for Prior Learning Assessment (PLA) credit.**

**MTH530**
**Foundation and Applications of Analysis I**
3 credits
This graduate-level course provides an overview of analysis principles and implications. The topics covered by this extended course range from differential and integral calculus, to differential equations and analysis of complex variables. The course material covers the first half of the traditional graduate-level Calculus sequence, selected Linear algebra and differential equations concepts. This course will also offer best practices for Dual Credit course instruction and discussions of standard pedagogy. **Previous undergraduate coursework (at least 12-credits of undergraduate Calculus) is assumed. Prerequisite: MTH525. Course not eligible for Prior Learning Assessment (PLA) credit.**
MTH531
Foundation and Applications of Analysis II
3 credits
This course provides an overview of analysis principles and implications. The topics covered by this extended course range from differential and integration calculus, to differential equations and analysis of complex variables. The course material covers the second half of a traditional graduate-level Calculus sequence, selected Linear algebra and differential equations concepts. This course will also offer best practices for Dual Credit course instruction and discussions of standard pedagogy. Previous undergraduate coursework (at least 12-credits of undergraduate Calculus) is assumed. 
Recommended Prior Course: MTH530. Course not eligible for Prior Learning Assessment (PLA) credit.

MTH540
Higher Geometry
3 credits
This graduate-level course covers the foundations of Euclidean and non-Euclidean geometries (geometry of Lobachevski/Hyperbolic geometry, Spherical geometry). The course also includes a historical study of parallel postulate and discussion of the study of Axiomatic systems. This course will also offer best practices for Dual Credit course instruction and discussions of standard pedagogy. Prerequisite: MTH531. Course not eligible for Prior Learning Assessment (PLA) credit.

MTH545
Mathematical Modeling
3 credits
The course will cover several techniques in mathematical modeling. The focus will be given to simulation using computer algebra systems. Special attention will be given to optimization, dynamic models and stochastic models. This course will also offer best practices for Dual Credit course instruction and discussions of standard pedagogy. Prerequisite: MTH531. Course not eligible for Prior Learning Assessment (PLA) credit.

MTH556
Advanced Probability and Statistics
3 credits
This graduate-level course will introduce students to a wide range of probability and statistical concepts, with a foundation in Calculus. The topics range from axioms of probability (Kolmogorov) to Poisson processes, as well as Markov chains and Limit theorems. Students will gain understanding and skills that go well beyond basic undergraduate statistics courses. Previous undergraduate coursework (at least 4-8 credits of undergraduate Statistics and at least 12-credits of undergraduate Calculus) is assumed. This course will also offer best practices for Dual Credit course instruction and discussions of standard pedagogy. Course not eligible for Prior Learning Assessment (PLA) credit.

Operations Management Courses

OPS400
Operations Management
3 credits
This course provides students with an understanding of process and product development, quality improvement, and the tools utilized in the production of goods and services. Students learn concepts regarding operations, quality, and process management, and evaluate how these concepts can be used to gain a competitive advantage in the industry. Students also learn how mathematical models are used to assist in making decisions in regard to operations, inventory, quality, and materials requirements. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

OPS402
Financial Performance in Operations Management
3 credits
This course prepares learners to understand the role of financial performance in the management of an organization’s processes and services, as well as its influence on an enterprise’s financial viability. The course focuses on the integration of operations management and financial management. Students learn the reasons asset management is an essential organizational process and the benefits of organizations supporting international standards. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

OPS404
Leadership in Operations Management
3 credits
This course focuses on the leadership and supervisory roles and responsibilities of a manager in the context of operations management. The course includes the following topics: leadership, human capital, labor relationships, work environment, diversification, and workplace culture. The definition and importance of each topic will be discussed within the context of students’ own workplace as well as across different organizations and industries. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)
OPS405
Managing the Supply Chain
3 credits
This course provides the student with an examination of the concept and design of supply chains for manufacturing and service organizations. Specific emphasis is placed on the management of those supply chains, including management of purchasing, contracting, costing, working with vendors, and working with customers. Students analyze the innovative capabilities of effectively managed supply chains and the overall effect those supply chains can have on the bottom line for an organization. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

OPS510
Operations Management
3 credits
This course helps students develop an understanding of the various functions and responsibilities of the operations department in regards to today’s competitive environment and market demands. The course examines quality management, the design and production of goods and services, effective supply chains and virtual chains, product life cycles, and the design and management of processes to develop and improve production and resource planning. Students analyze tools that make manufacturing, planning, and logistics of different supply chain strategies, including forecasting, system design, quality, supply chain management, and inventory management. Course not eligible for Prior Learning Assessment (PLA) credit.

Organizational Leadership Courses

ORG100
Navigating Organizations and Change
3 credits
This course provides an introduction to effective organizations and leadership models. Students will define efficient leadership, as well as examine current best practices in organizations. Students will also learn about leadership theories and how to apply them to current and diverse organizations. Course not eligible for Prior Learning Assessment (PLA) credit. Please note this course is for freshmen students only.

ORG300
Applying Leadership Principles
3 credits
The opportunities for students, in this first course, for all majors are to learn personal and professional leadership styles and drivers by providing an overview of leadership basics. Leadership skills are utilized across fields of study. Regardless of the roles individuals assume in an organization, they will need to communicate effectively, influence others, and understand the way they respond to others and why. The course engages students in discussion, exploration, and application of leadership skills, principles, and practices. Students will learn about the relationships and connections leaders have with individuals and organizations. Topics include leadership communication, motivation, style, and characteristics. Course not eligible for Prior Learning Assessment (PLA) credit.

ORG303
Applied Organizational Psychology
3 credits
This course consists of a study of industrial/organizational psychology and its application in solving organizational problems and challenges. The course includes a balance between research, theory and application. Topics include developing psychologically healthy and productive work places, addressing contemporary organizational challenges, and best practices related to employee management and development. Upon completing this course students should be able to understand and explain industrial/organizational psychology applications in helping organizations fulfill their missions and objectives. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

ORG304
Leading Authentically
1 credit
This course provides and understanding of characteristics of effective leadership models utilized within organizations for effective business application. Students examine internal and external influences that impact the practices of authentic leaders and followers, individuals, and organizations.

ORG305
Entrepreneurship in the Global Age
3 credits
A study of the role of the entrepreneur in starting and growing businesses and developing new products and services in today’s economy. Analysis of the conditions in which entrepreneurs utilize their creativity and innovation to meet consumer demands in diverse markets. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)
ORG306†
Human Resource Development: Professional and Career Management
2 credits
The study of career management based on principles of problem-solving, decision making, assessment, and individual development in the context of a rapidly changing global work environment. Emphasis on organizational and individual situations provides a base of knowledge to effectively manage careers throughout life. Activities designed to advance career development and planning skills provide experiential learning opportunities for students. This course is no longer offered. Course not eligible for Prior Learning Assessment (PLA) credit.

ORG307
Communicating and Relationships in Negotiating
1 credit
This course examines the basic structure of negotiation including its effect on communication in relationships. Students also explore the types of conflict and strategies for managing it through effective negotiation. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

ORG400
Leading Teams in Organizations
3 Credits
This course examines the development, organization, and leadership of teams in both traditional and virtual settings, while also considering the impact globalization has on the importance of effective team participation and leadership. This course is designed to facilitate skill development and a working knowledge of and experience in team creation, leading teams, and individual roles within the team. Course not eligible for Prior Learning Assessment (PLA) credit.

ORG405
Principles and Practices of Effective Leadership
3 credits
This course explores the various aspects of leadership. Students learn concepts such as leadership styles, effective leadership, diversity and best practices for motivating and influencing groups and individuals within organizations. Additional topics focus on application of effective leadership skills in relation to shaping culture and leading change. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.) Prerequisite: ORG300

ORG423
Communication Strategies for Leaders
3 credits
This course provides a practical view of leadership communication strategies for transmitting, receiving, and understanding information in the workplace. Emphasis is on equipping leaders with the knowledge of how to overcome communication barriers by utilizing appropriate strategies and methods. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.) Course not eligible for Prior Learning Assessment (PLA) credit.

ORG470
Leading Through Conflict Resolution
3 Credits
This course revolves around identification and analysis of leadership strategies for dealing with both functional and dysfunctional conflict in the workplace. Included is a study of conflict management styles of avoidance, accommodation, collaboration, negotiation, mediation, and domination. Course not eligible for Prior Learning Assessment (PLA) credit.

ORG480
Capstone - Organizational Leadership
3 credits
This capstone course provides students the opportunity to understand, observe, and facilitate organizational efforts toward problem solving and social change within an organization. Students will demonstrate what they have learned throughout their organizational leadership program and apply it in real world situations, developing a plan to deal with a significant organizational problem. The student will create one major plan to address the problem in detail. Prerequisite: All core and specialization courses. Course not eligible for Prior Learning Assessment (PLA) credit.

ORG495
Organizational Leadership Practicum
3 credits
The practicum provides students with practical experience in organizations specific to their fields. Each student will work under the direct supervision of a senior-level professional at an approved organization or company. The purpose of the practicum is for students to apply and integrate what they have learned during the core courses of their programs. This course may not be available in all states, see the State Specific Authorization Policy under Admissions Policies. Prerequisite 3 Core Courses. Course not eligible for Prior Learning Assessment (PLA) credit.
COURSES OF INSTRUCTION

ORG500†
Foundations of Effective Management
3 credits
Understand the theories and principle concepts of management. Build skills and processes for effective organizational management in today’s dynamic environment. This course has been replaced by ORG502 and is no longer being offered.

ORG502
Effective Organizations—Theory and Practice
3 credits
In this course, students gain an understanding of leading operational and strategic issues in public and private organizations facing accelerated social, economic, and technological changes. Students will examine organizational theory, strategic thinking, and theories guiding decision-making, leadership, organizational culture, and change management.

ORG505†
Organizational Change
3 credits
Analyze and contrast the theories of change management. Understand the various methods to instigate appropriate change within industries and organizations including technology, market opportunities, core competencies, and skills acquisition. This course is no longer available.

ORG510†
Management of Organizational Behavior
3 credits
Examine theories and research on organizational behavior. Explore leadership styles, attributes to managing change, human motivations and behaviors, and strategies for leading teams and organizations in a global world. This course was replaced by ORG502 and is no longer available.

ORG515
Dynamics of Power in Organizations
3 credits
In this course, students will identify influences of power in the organization. Students examine the role of leadership and human behavior related to power issues encountered in organizations and consider the positive and negative outcomes of the influence of power from the perspectives of leader, manager, and team member.

ORG521
Managing Dynamic Environments
3 credits
In this course, students will examine the factors and theories of effective change leadership. Students learn strategies, structures, and techniques for facilitating organizational change for competitive success in today’s dynamic business environment.

ORG525
Decision Theory in a Global Marketplace
3 credits
In this course, students will analyze the roles of leaders and managers in decision making. In the context of organizational theories of behavior and leadership, students consider how decision and choice theory are applied in global organizational settings. Students also learn to apply practical problem solving and conflict management skills through decision-making tools and leadership approaches.

ORG530
Business Ethics and Corporate Social Responsibility
3 credits
In this course, students explore the ethical considerations that guide and inform business decisions and strategies. Students learn the concept of Corporate Social Responsibility (CSR) to understand and apply ethics from social, economic, and environmental perspectives.

ORG536
Contemporary Business Writing and Communication
3 credits
This course is designed for the practicing professional and focuses on internal and external communications practices and strategies within and beyond organizational settings. Audience is considered and includes employees, executives, first-line supervisors, community, customers, and board members. Students consider communication styles, interpersonal skills, business and professional writing, reports, and presentations based on substantive and credible data, and various modes of communication, including virtual communication.

ORG545†
Diversity in Leadership
3 credits
Develop a comprehensive understanding of diversity to apply in the strategic planning efforts of cultural change and acceptance. Identify the realities of developing and implementing diversity initiatives for the organization and
the workforce. Explore emerging issues in diversity management. This course is no longer offered.

ORG550
Executive-Level Leadership
3 credits
In this course, students will learn about how executive-level leadership differs from mid-level leadership in organizations. The course will incorporate executive-level leadership competencies as well as executive-level leadership decisions that involve strategizing, involving stakeholders, setting the culture, entrepreneurship, leading change, thinking globally, and acquiring resources to achieve the organization's strategic plan. Students will analyze executive-level decision-making through a theoretical and practical lens. Recommended Prior Course: ORG502. Course not eligible for Prior Learning Assessment (PLA) credit. This course is only open to those enrolled in the Master's in Organizational Leadership Executive Express Path.

ORG555
Leading Diverse Teams
3 credits
In this course, students gain a comprehensive understanding of diversity as it applies to strategic planning, cultural change, and team dynamics. Students learn to identify the realities of developing and implementing diversity initiatives for the organization and the workforce, as well as explore emerging issues in organizational leadership.

ORG560†
Leadership Development
3 credits
Explore the tools, models, and practices for leadership development. Gain a working knowledge of developing leadership skills and programs for future leaders to effectively competite in a global world. This course is no longer available.

ORG561
Examination of Modern Leadership
3 credits
In this course, students learn the skills and insights to be effective leaders and contributors in the creation and evolution of successful organizations. Students examine relevant readings, case studies, and research to analyze today's successful companies. Additionally, students determine key factors involved in sustaining organizations.

ORG575
Critical Evaluation of Research and Theory
3 credits
In this course, students learn to apply scholarly research, methods, and theory related to organizational leadership. Students gain a comprehensive knowledge of scholarly research through developing a research topic, problem and purpose statements, and an extensive review of current literature. Students choosing this path may wish to continue towards a terminal degree or a post graduate program. Students electing this path should contact an advisor early in the program. Prerequisite: All Core and Specialization courses except for Capstone

ORG576
Qualitative and Quantitative Research Methods
3 Credits
In this course, students learn to evaluate research and theory in an applied business setting. Students gain a comprehensive knowledge of research related to the leading and managing of business organizations from both a consumer and a creator perspective. Topics include the research process, theoretical frameworks, qualitative and quantitative approaches, and applied research design within an organizational context.

ORG579
Capstone — Organizational Leadership
3 credits
In this course, students will integrate and synthesize their learning from the core courses in the organizational leadership program. Students will analyze selected case studies to demonstrate skills needed to be an effective organizational leader in today's global workplace. Through the course activities, students will also demonstrate their knowledge and skills in how to lead organizations through complex changes in a global society. Prerequisite: All Core and Specialization courses. Course not eligible for Prior Learning Assessment (PLA) credit.

ORG580†
Organizational Management: Strategy and Execution (Capstone)
3 credits
Understand and integrate the components of organizational strategy development and execution. Experience the process of mission creation, structural design, and tactical decision-making that managers must address for competitive success. This capstone course is designed for students who started either the M.S. Organizational Leadership or
M.S. Management program prior to January 2011. Students entering the program after this date will take ORG581. Credit will not be granted for both ORG580 and ORG581. Prerequisite: All Core and Specialization courses. This course is no longer offered.

**ORG581**
**Organizational Leadership: Strategy and Execution**
**3 credits**
In this course, students learn to define and research a practical business problem or entrepreneurial opportunity. The research project provides the opportunity for students to utilize strategy, research skills, and analytical tools and models. Through the use of decision making, students create a culminating business project. Credit will not be granted for both ORG580 and ORG581. Prerequisite: All core and specialization courses.

**ORG595**
**Organizational Leadership Internship**
**3 credits**
The internship provides students with practical experience in organizations specific to their fields. Each student will work under the direct supervision of a senior-level professional at an approved organization or company. The purpose of the internship is for students to apply and integrate what they have learned during the core courses of their programs. This course may not be available in all states, see the State Specific Authorization Policy under Admissions Policies. Prerequisite 3 Core Courses. Course not eligible for Prior Learning Assessment (PLA) credit.

**Online Teaching and Learning Courses**

**OTL500†**
**Administration, Management and Planning in Educational Organizations**
**3 credits**
Historical and contemporary perspectives of management and organization in educational organizations in the United States. Course surveys modern institutional concerns in both secondary and postsecondary institutions. This course is no longer available.

**OTL501**
**Educator Effectiveness**
**3 credits**
This course examines the goals and objectives of being an effective educator. Topics include integrating academic standards into content areas, creating personalized learning and content relevance for students, and fostering safe and nurturing learning environments. Methods for integrating technology and advocating for partnerships from support students and families to maximize student learning are also discussed.

**OTL502**
**Learning Theories and Models of Instruction**
**3 credits**
This course provides students with an introduction to learning theories. A variety of theoretical constructs are studied to address diverse learning styles and conceptual frameworks for engaging learners. Students will explore theoretical perspectives on learning, cognition, and cognitive development. By examining a range of principles, perspectives and tools, students will gain an understanding of learning and teaching in a variety of contexts. Students will use problem solving, application, and evaluation skills to analyze the theories and practices of educational organizations.

**OTL504**
**Social, Ethical, and Legal Issues in 21st Century Learning**
**3 credits**
This course provides educators with an overview of the legal, ethical, and social issues that are unique in the 21st century learning environment. Topics such as learner privacy online, the appropriate uses of newer technologies, copyright, and intellectual property on the Internet will be presented. Students will also examine privacy law and contemporary legal issues of the 21st century classrooms.

**OTL505**
**Educational Systems and Change**
**3 credits**
Examines the change process in education, focusing on teacher’s role as leader and facilitator.

**OTL510**
**Teacher Leadership**
**3 credits**
Highlights skills needed in developing teachers as leaders of change in education systems and institutions.

**OTL515**
**Teacher as Instructional Change Agent**
**3 credits**
Introduces strategies for professional growth including interpretation of research and professional collaboration to lead and advocate for effective change.
COURSES OF INSTRUCTION

OTL516
Effective Mathematics Instruction
3 credits
This course provides students with techniques for effective instruction in the mathematics discipline. Students demonstrate their ability to articulate to students as a math educator. Topics of instruction include problem solving, reasoning and proof, communication, representation, connections, strategic competence, conceptual understanding, procedural fluency, and productive disposition.

OTL518
Effective Science Instruction
3 credits
This course provides students with techniques for effective instruction in the science discipline. Students demonstrate their ability to engage students in scientific investigation including building models and theories about the natural world, crosscutting concepts across all domains of science, and designing instruction and assessments for understanding or investigating complex ideas and solving problems.

OTL520
The Adult and Nontraditional Learner
3 credits
Introduction to adult and nontraditional learners in today’s global workforce; current theory, research, and practice related to individual learning modalities, cultural and global mindsets, personal learning networks and practice relating to talent development.

OTL521†
Strategies for Teaching Adults and Nontraditional Learners
3 credits
Advanced examination of adult and nontraditional students in educational and training settings; with emphasis on distance learning instructional techniques, critical reflection, and application. This course is no longer available.

OTL530
Models of E-Learning and Instructional Design
3 Credits
This course introduces students to a variety of online educational learning methods and instructional models. In conjunction with the models, students will learn about the methodology of K-12 e-learning and how to construct the total educational package, from objective to outcome, resulting in the design of a research-based instructional model. This course is a replacement course for OTL531k as of the 2017-2018 Fall trimester. Students cannot receive credit for both of these courses.

OTL531
Models of Instructional Delivery
3 credits
This course explores contemporary instructional models and methods linking education with workforce alignment, which facilitate effective teaching and learning. Multiple learning platforms and learning scenarios are studied, including e-learning in training and development. The instructional design models in this course are viewed from an international/global perspective.

OTL531K†
Models of E-Learning and Instructional Design
3 credits
This course introduces students to a variety of online educational learning methods and instructional models. In conjunction with the models, students will learn about the methodology of K-12 e-learning and how to construct the total educational package, from objective to outcome, resulting in the design of a research-based instructional model. Students who take OTL530 will not be able to apply this towards any program requiring OTL531K. This course is no longer available.

OTL532
Principles of 21st Century Learning and Design
3 Credits
In this course, students will investigate the learning styles and expectations of today’s K-12 students and learn how to construct online learning opportunities for K-12 students using effective design principles. Students will finish this course with a firm understanding of what effective e-learning looks like in various K-12 online environments and how to design a course around it. This course is a replacement course for OTL532k as of the 2017-2018 Fall trimester. Students cannot receive credit for both of these courses.

OTL532K†
Principles of 21st Century Learning and Design
3 credits
In this course, students will investigate the learning styles and expectations of today’s K-12 students and learn how to construct online learning opportunities for K-12 students using effective design principles. Students will finish this course with a firm understanding of what effective e-learn-
COURSES OF INSTRUCTION

ing looks like in various K-12 online environments and how to design a course around it. Recommended Prior Course: OTL531K if enrolled in K-12 Educational Technology and Instructional Design Specialization or Certificate of Completion. Students who take OTL532 will not be able to apply this towards any program requiring OTL532K. This course is no longer available.

OTL534
ID Authoring Technologies and Internet Apps for Education
3 Credits
This course focuses on finding and using the most engaging technologies that support and enhance learning. Students will learn how to use and incorporate tools and applications into instruction and design to enhance the learning and feedback experience. This course is a replacement course for OTL534K as of the 2017-2018 Fall trimester. Students cannot receive credit for both of these courses.

OTL534K†
Authoring Technologies and Internet Apps for Education
3 credits
This course focuses on finding and using the most engaging technologies that support and enhance learning. Students will learn how to use and incorporate tools and applications into instruction and design to enhance the learning and feedback experience. Recommended Prior Course: OTL532K if enrolled in K-12 Educational Technology and Instructional Design Specialization or Certificate of Completion. Students who take OTL534 will not be able to apply this towards any program requiring OTL534K. This course is no longer available.

OTL538
21st Century Teaching and Learning
3 Credits
This course introduces new ways to develop and deliver engaging curriculum, relevant for today’s student and teacher. Teaching the commonalities among learning management systems (LMS), learners work with a wide variety of Web tools that can be used to supplement and create content for their courses. Finally, students address the ever-important topic of copyright law, fair use, and creative commons to teach students in virtual classrooms how to use content responsibly and legally. This is an interactive course where students create and compile a working portfolio of tools, tips, and tricks to use right away in the online courses they are teaching. Students who take OTL538 will not be able to apply this towards any program requiring OTL538K. This course is no longer available.

OTL539
Theory and Practice in Backward Design
3 Credits
Introduction to instructional system design theories and models used in Pre-K-12 learning environments and non-traditional settings with a focus on backward design. This course is a replacement course for OTL540K as of the 2017-2018 Fall term. Students cannot receive credit for both these courses.

OTL540
Instructional Theory and Design Principles
3 credits
Introduction to instructional system design theories and models used in multiple distance learning settings. Analyze, design and implement learning experiences for different work settings. Students who take OTL540 will not be able to apply this credit towards any program requiring OTL540K.

OTL540K†
Theory and Practice in Backward Design
3 credits
Introduction to instructional system design theories and models used in Pre-K-12 learning environments and non-traditional settings with a focus on backward design. Students who take OTL540K will not be able to apply this credit towards any program requiring OTL540. Students in the Masters of Science in Teaching and Learning program...
prior to the 2017-2018 Fall term take OTL540k. This course is no longer available.

**OTL541**
Assessment and Evaluation in Learning and Performance
3 credits
Examination of methods and techniques for evaluation and assessment of workplace learning. Analysis of contemporary issues in today’s learning environments. Students who take OTL541 will not be able to apply this credit towards any program requiring OTL541K.

**OTL541K†**
Evaluation and Assessment
3 credits
Examination of methods and techniques for evaluation and assessment of learning in Pre-K-12 settings with a focus on instructional improvement and student achievement. Students who take OTL541K will not be able to apply this credit towards any program requiring OTL541. This course is no longer available.

**OTL542**
Learning Technologies
3 credits
Survey of methods and critical reflection of various current and emerging technologies for distance and digital learning, with emphasis on selecting appropriate technologies for effective instruction.

**OTL543†**
Multimedia Technologies, and Design Principles
3 credits
Survey of methods, skills, and tools for creating multimedia learning opportunities. Creative exploration and application of new and emerging multimedia technologies. Students who take OTL543 will not be able to apply this credit towards any program requiring OTL543K. This course is no longer available.

**OTL543K†**
Multimedia Technologies, Design, and Integration
3 credits
Survey of methods, skills, and tools for creating multimedia learning opportunities. Creative exploration and application of new and emerging multimedia technologies to integrate into the classroom. Students who take OTL543K cannot apply this credit towards any program requiring OTL543. This course is no longer available.

**OTL544**
Leading the Learning Strategy
3 credits
This course addresses the critical leadership competencies for those who play a role in the design, execution, and evaluation of a learning function. Students will analyze the key aspects that influence today’s learners including business drivers, a diverse global workforce, and technology.

**OTL545**
Technology and Innovation
3 credits
This course presents how present and emerging technologies are transforming society and schools and the implications these changes have for teaching and learning. Strategies for building students’ critical thinking habits, innovation, and creativity with respect to new technologies and media will be developed in the context of 21st century literacies (information, visual, etc.). Students will explore the practical context for the use of technology and will develop skills that identify and address the challenge of using technology creatively in teaching and learning situations today.

**OTL545K†**
Building Online Learning Communities
3 credits
This course covers ways for teachers to foster positive interactions with students, communicate effectively with student families, and develop their own professional learning network with other online educators. It also provides strategies for motivating online students which can be challenging when you never meet the student face-to-face. Students in Building Online Learning Communities will learn how to effectively use both synchronous tools (like Skype, live classroom tools, and real-time Web-conferencing tools) and asynchronous tools (like discussion boards and email) to communicate, tutor, and enhance their daily lessons. Students who take OTL546 will not be able to apply this towards any program requiring OTL545K. This course is no longer available.

**OTL546**
Building Online Learning Communities
3 Credits
This course covers ways for teachers to foster positive interactions with students, communicate effectively with student families, and develop their own professional learning network with other online educators. It also provides strategies for motivating online students which can be
challenging when you never meet the student face-to-face. Students in Building Online Learning Communities will learn how to effectively use both synchronous tools (like Skype, live classroom tools, and real-time Web-conferencing tools) and asynchronous tools (like discussion boards and email) to communicate, tutor, and enhance their daily lessons. This course is a replacement course for OTL545k as of the 2017-2018 Fall trimester. Students cannot receive credit for both of these courses.

**OTL547**
Evaluation and Assessment
3 Credits
Examination of methods and techniques for evaluation and assessment of learning in Pre-K-12 settings with a focus on instructional improvement and student achievement. Students who take OTL541K will not be able to apply this credit towards any program requiring OTL547. Students in the Masters of Science in Teaching and Learning program prior to the 2017-2018 Fall trimester take OTL541k.

**OTL548**
Education Technology Integration and Training
3 Credits
Students in this course will learn how to effectively train other educators to teach courses that are already designed and design their own courses in order to improve student engagement, and effectively assess student learning. This course is a replacement course for OTL548k as of the 2017-2018 Fall trimester. Students cannot receive credit for both of these courses.

**OTL548K†**
Educational Technology Integration and Training
3 credits
Students in this course will learn how to effectively train other educators to teach courses that are already designed and design their own courses in order to improve student engagement, and effectively assess student learning. Recommended Prior Course: OTL534K if enrolled in K-12 Educational Technology and Instructional Design Specialization or Certificate of Completion. Students who take OTL548 will not be able to apply this towards any program requiring OTL548K. This course is no longer available.

**OTL550†**
Curriculum Development and Design
3 credits
Philosophies and theories guiding the development of curriculum and courses for effective learning. Practical application in establishing quality assurance models for teaching and learning at the instructional level. Students who take OTL550 cannot apply this credit towards any program requiring OTL550K. This course is no longer available.

**OTL550K†**
Curriculum Development and Design (K-12)
3 credits
Philosophies and theories guiding the development of curriculum and courses for effective learning in Pre-K-12 settings. Practical application in establishing quality assurance models for teaching and learning at the instructional level. Students who take OTL550K will not be able to apply this credit towards any program requiring OTL550. This course is no longer available.

**OTL560**
Facilitating Learning and Transfer
3 credits
An evaluation of contemporary learning theories, with emphasis on major issues, research findings, and application of learning principles to online teaching and learning. Students will examine online instructional strategies and practice facilitation techniques that promote learning transfer. The course also provides students with essential knowledge and skills in preparation for the capstone course.

**OTL562**
Assessment, Differentiation, and Design
3 credits
Students investigate ways to personalize their lessons and delivery by learning how to differentiate among a very diverse student population and use the LMS to make differentiation easy and personal. Students in this course also study a variety of assessment tools and pedagogies of assessment, including formative and summative assessments and project-based learning, and how you conduct these kinds of assessments in the online classroom. Students will also gain basic knowledge in instructional design, learning how to effectively use graphics, white space, color, size, and layout to enhance the look and delivery of their online material. This course is a replacement course for OTL562k as of the 2017-2018 Fall trimester. Students cannot receive credit for both of these courses.
OTL562K†
Assessment, Differentiation, and Design
3 credits
Students investigate ways to personalize their lessons and delivery by learning how to differentiate among a very diverse student population and using the LMS to make differentiation easy and personal. Students in this course also study a variety of assessment tools and pedagogies of assessment, including formative and summative assessments, project-based learning, and how you conduct these kinds of assessments in the online classroom. Students will also gain basic knowledge in instructional design, learning how to effectively use graphics, white space, color, size, and layout to enhance the look and delivery of their online material. Students who take OTL562 will not be able to apply this towards any program requiring OTL562K. This course is no longer available.

OTL565
Cultural Responsiveness in the Differentiated Classroom
3 credits
An examination of the theories and concepts that define cultural responsiveness with an emphasis on the theory and methods for creating multiple pathways of learning to accommodate students with varying backgrounds of knowledge, readiness, language, interest, and learning styles.

OTL568
Action Research
3 credits
Advanced examination of an educator led research approach with an emphasis on instructional improvement and student learning. Recommended Prior Course: None unless enrolled in the Education Leadership Principal Licensure in which EDL 560 is a required prerequisite.

OTL570†
Program Planning and Development
3 credits
Establishing online learning programs for adult and nontraditional learners. Focus on research, strategic and business planning, development, and evaluation. This course is no longer available.

OTL578
Seminar - K-12 Online Teaching
3 credits
This seminar provides students with opportunities for collaboration on issues of curriculum, student engagement, assessment, communication, and community building. This course is a replacement course for OTL579K as of the 2013-2014 Spring-A term. Students cannot receive credit for both these courses. Recommended Prior Course: OTL538K, OTL545K, and OTL562K. Course not eligible for Prior Learning Assessment (PLA) credit.

OTL579
Research-Based Professional Project (Capstone)
3 Credits
This research-based course is an opportunity for students to integrate and synthesize their learning across the program curriculum and demonstrate the skills needed to be an effective educator in today’s global community. The culminating professional project will be framed around nationally recognized educator effectiveness knowledge, skills, and standards that can be of strategic benefit to a professional or educational organization. Prerequisite: All core and specialization courses. Course not eligible for Prior Learning Assessment (PLA) credit.

OTL579K†
Practicum - K-12 Online Teaching
3 credits
This teaching practicum provides students with a practical, real-world experience alongside a seasoned K-12 online educator. Practicum students will engage with their mentor teacher, collaborating on issues of curriculum, student engagement, assessment, communication and community-building. This course is no longer offered as of the 2013-2014 Spring-A term. It has been replaced by OTL578. Students cannot receive credit for both these courses. Recommended Prior Course: OTL538K, OTL545K, and OTL562K. This course is no longer available.

OTL581†
Researching Effective Educational Programming (Capstone)
3 credits
This capstone course brings together the knowledge and skills needed to define and research an educational problem or professional practice. Students utilize data, strategy, research skills, analytical tools, theoretical models, and decision sciences in this research project that can be of strategic benefit to a professional or educational organization. Prerequisite: All core and specialization courses. Course not eligible for Prior Learning Assessment (PLA) credit. This course is no longer available.
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OTL590
Student Teaching I
3 Credits
This course serves as an applications-based opportunity for students to engage in school settings. During this course the student will secure their 7-12 school placement and mentor. They will work with their mentor to become acquainted with the knowledge, skills, and dispositions necessary for the application of complex components of quality teaching. This course is a replacement course for OTL595 as of the 2017-2018 Fall trimester. Students cannot receive credit for both of these courses. Course not eligible for Prior Learning Assessment (PLA) credit.

OTL591
Student Teaching II
3 Credits
This course serves as an applications-based opportunity for students to engage in school settings. Educators become acquainted with the knowledge, skills, and dispositions necessary for the application of complex components of quality teaching. Students will be provided with resources and feedback to support them in applying for a teaching license and teaching jobs. This course is a replacement course for OTL595 as of the 2017-2018 Fall trimester. Students cannot receive credit for both of these courses.

OTL591ES
Special Topics in Education
1 credit
Special topics in education are covered through workshops, online training, and seminars. Specific courses will be identified with a subtitle.

OTL592ES
Special Topics in Education
2 credits
Special topics in education are covered through workshops, online training, and seminars. Specific courses will be identified with a subtitle.

OTL593ES
Special Topics in Education
3 credits
Special topics in education are covered through workshops, online training, and seminars. Specific courses will be identified with a subtitle.

OTL595†
Student Teaching
6 credits
This course serves as an applications-based opportunity for students to engage in school settings. Educators become acquainted with the knowledge, skills, and dispositions necessary for the application of complex components of quality teaching. Prerequisite: All core and specialization courses. Students who take OTL590 or OTL591 will not be able to apply this towards any program requiring OTL595. Course not eligible for Prior Learning Assessment (PLA) credit. This course is no longer available.

OTL599†
Capstone Project
3 credits
This course provides students the opportunity to demonstrate the culmination of their learning in their program through the design of a capstone project or portfolio of customized professional work. This course is no longer available. Prerequisite: All core and specialization courses. Course not eligible for Prior Learning Assessment (PLA) credit. This course is no longer available.

(PBS) Criminology Courses

PBS300†
Introduction to Crime and Deviance
3 credits
In this course, students explore crime and its underlying causes in both micro and macro social contexts. Students are introduced to various theoretical perspectives explaining crime and explore the use of crime statistics as an essential component in studying crime and in testing theories. Students are also acquainted with the primary sources of crime statistics. This course has been replaced with CRJ305. Students who take PBS300 will not be able to apply this towards any program requiring CRJ305. This course is no longer offered.

PBS400†
Fundamentals of Law
3 credits
This course is an introduction to the fundamentals of criminal law. Major topics include elements of various types of crimes, the nature and purpose of criminal responsibility, criminal defenses, and substantive offenses. This course also examines specific criminal cases to illustrate and apply many of the legal principals covered. This course has been replaced with CRJ425. (This course is also offered
COURSES OF INSTRUCTION

PBS431†
Victimology
3 credits
This course examines the definitions, theories, and cause of victimology. Students learn about the criminal and civil process as it relates to victims, the social, personal, and economic impacts of crime on individuals, organizations, and society. This course has been replaced with CRJ431. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.) Course not eligible for Prior Learning Assessment (PLA) credit.

PBS432†
Analysis of Crime and Deviance in the United States
3 credits
An advanced examination of issues related to criminal and deviant behavior in the United States. Areas of analysis include antecedents and backgrounds of criminals and factors contributing to aggression, violence and antisocial behavior, as well as implications for victims and society. This course is no longer offered.

Physics Courses

PHY101
Introductory Physics with Lab
4 credits
This is an introductory course in classical Newtonian physics. Areas treated include the scientific method, measuring the fundamental characteristics of length and mass, scalars and vectors, acceleration and gravity, Newton's laws of motion, Kepler’s laws of planetary motion, potential and kinetic energy, momentum, fluids, temperature, heat, electricity and magnetism, and optics. This course fulfills a general education Natural and Physical Science requirement. This is an approved Colorado gtPathways course. Course not eligible for Prior Learning Assessment (PLA) credit.

Political Science Courses

POL101
Introduction to Political Science
3 credits
This survey course explores the nature of politics, political environments and culture, the organization of political activities, and various political systems. Special emphasis is placed upon three levels of politics: the individual, the state, and international community. The political systems and activities of many nations, past and present, will be explored. This course fulfills a general education Social and Behavioral Science requirement. This is an approved Colorado gtPathways course. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.) Course not eligible for Prior Learning Assessment (PLA) credit.

Project Management Courses

PJM310
Introduction to Project Management
3 credits
This course provides the student with a high-level overview of project management. Student will cover project management techniques such as project selection, management, organization, planning, conflict, negotiation, budgeting, scheduling, control of the project, and termination of the project. Students cannot receive credit for both PJM310 and MGT410.

PJM330
Effective Project Scheduling and Control
3 credits
This course explores project scheduling and monitoring techniques used by successful Project Managers. Students assume the role of Project Manager in a 7-week, web-based simulation and apply the concepts conveyed in the course to an international software development project. Through this experience, competency is developed in the following areas: project planning, scope definition, cost estimation, cost control, schedule control, trade-off decision making, learning curve theory, quality management, controlling scope creep, and communication management. Course not eligible for Prior Learning Assessment (PLA) credit.

PJM350
Construction Project Management
3 Credits
This course intends to teach key aspects of construction project management, including the theory, methods, and quantitative tools used to effectively plan, organize, and control construction projects; efficient management methods revealed through practice and research; and practical project management knowledge from on-site situations. To achieve this objective, the course provides a basic project management framework in which the project lifecycle is broken into preconstruction and planning, execution, moni-
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monitoring, controlling, and closing, based on lessons learned from previous projects. Within this framework, students will learn the methodologies and tools necessary for each aspect of the process, as well as the theories upon which these are built. By the end of the term, students will be able to adapt and apply the framework to effectively manage a construction project in an Architecture/Engineering/Construction (A/E/C) firm. Prerequisite: CMG300.

PJM380
Project Management Tools
3 credits
This course will introduce students to the use of project management tools and software to plan, design, and facilitate effective initiating, planning, executing, monitoring, controlling, and closing projects. While students could use a variety of software packages or combination of software, they need to assess a variety of custom tools. Case studies are used throughout this course because the goal is to give students as much of a real-world feel as is possible. In addition to learning best practices in project management, students will have the option to use either Microsoft Project or a combination of other MS Office tools to complete numerous assignments, culminating in the final portfolio project. Upon completion of this course, students should be able to plan and manage a project using appropriate software applications.

PJM400
Project Procurement and Contract Management
3 credits
This course examines the necessity of managing resources on a project to ensure its success. A critical component is obtaining the appropriate resources from external and internal vendors, which is the responsibility of the project manager. Students will learn the process of acquiring external resources through the vendors and the legal requirements associated with contracts. Students will have an opportunity to study the best practices regarding contract management and purchasing within a project management environment. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

PJM410
Assessing and Managing Risk
3 credits
This course equips future project managers with the skills necessary to identify, analyze, assess, categorize, control, and mitigate project risk. Students learn how risk is being managed across industries, the factors that produce risk, and are presented with the tools necessary to reduce risk as much as possible. (This course is also offered through Self-Study Assessment. Credits earned using this option will appear on transcripts with an “S” suffix. Contact your advisor with any questions.)

PJM440
Total Quality Management
3 credits
This course introduces the concepts and benefits of having a systematic approach to business process, and project quality management that involves all employees in continuous improvement for the purpose of improving quality and reducing waste. Students will study Six Sigma, re-engineering, TQM strategy, TQM data capture, Theory of Constraints, and effective communication techniques used to integrate the quality principles into the culture and activities of the organization. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

PJM460
Project Leadership
3 credits
This course explores the intersection of the leadership and project management bodies of knowledge, with a focus on how project managers can leverage an understanding of leadership to enhance project success. Students study facilitation, negotiation, teamwork, communication, presentation, interpersonal, and conflict management skills, with specific attention to project management applicability. Prerequisite: PJM330

PJM480
Capstone - Project Management
3 credits
The following course description takes effect in the Fall-D trimester. Consult the Spring 2015-2016 Catalog for the previous course description. In this capstone course, students demonstrate what they learned throughout the project management program by applying leadership, critical thinking, problem solving, and creativity skills to real-world situations. Students also make use of the CSU-Global Career Center and develop a resume and career plan. Prerequisite: Successful completion of all core coursework. Course not eligible for Prior Learning Assessment (PLA) credit.
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**PJM495**  
**Project Management Practicum**  
**3 credits**  
This course is designed for students who participate in a project management capacity on the staff of an organization that manages and implements project work as an opportunity to demonstrate program outcomes learned in the B.S. in Project Management under the supervision of both faculty and organization personnel. Assignments include weekly journals; a mid-term conference with the instructor, faculty practicum coordinator, and on-site supervisor; and a final report. This course may not be available in all states, see the State Specific Authorization Policy under Admissions Policies. **Prerequisite:** 3 core courses. Course not eligible for Prior Learning Assessment (PLA) credit.

**PJM500**  
**Project Management**  
**3 credits**  
This course introduces the tasks and challenges fundamental to project management. Topics include how to manage teams, schedules, risks, and resources in order to produce a desired outcome. Case studies are incorporated into the course, allowing students to apply knowledge and skills associated with selecting, managing, organizing, planning, negotiating, budgeting, scheduling, controlling, and terminating a project.

**PJM525**  
**Business Analysis**  
**3 credits**  
This course emphasizes assessing and integrating project requirements in relation to user needs and organizational goals. Topics include requirements gathering, business analysis, and project planning. Case studies allow students to apply knowledge and skills associated with analyzing business situations, developing requirements, and translating user needs into technology and engineering specifications for development teams. **Prerequisite:** PJM500

**PJM530**  
**Contracts, Procurement, and Risk Management**  
**3 credits**  
This course provides students with the best practices of contract management and purchasing. Topic areas include risk management planning, risk identification, risk analysis, responses to risk, risk monitoring, and risk control. In addition, the course covers the project manager’s responsibilities in identifying and obtaining resources from vendors as well as the legal requirements and contracting processes involved. **Prerequisite:** PJM500

**PJM535**  
**Project Metrics, Monitoring, and Control**  
**3 credits**  
This course teaches students financial and success metrics as well as the techniques associated with monitoring and controlling projects. Students incorporate steps to monitor the progress of the project as well as develop an assessment plan to measure the effectiveness of the project. Topics include scope, pricing, cost, trade-offs, learning curves, and quality management within a project environment. **Prerequisite:** PJM500

**PJM560**  
**Project Management Office (PMO)**  
**3 credits**  
This course emphasizes the Project Management Office (PMO). The responsibilities of a PMO and the Project Management Professional (PMP) are identified, including defining and maintaining standards, policies, processes, and methods for project management within the organization. Students learn how to report to executive management on project activities, problems, and requirements as a strategic tool in keeping decision makers moving toward consistent, business- or mission-focused goals and objectives. Global best practices in project management are also discussed. **Prerequisite:** PJM535

**PJM580**  
**Capstone - Project Management**  
**3 credits**  
The capstone course allows students to develop a plan for a major project in an industry or business of choice. Students will be required to analyze project goals, objectives, and scope in relationship to budget, schedule, and resources to propose a project with a full plan of implementation. The proposed plan must address strategies for overcoming challenges faced by similar projects, including a risk management plan, resource plan, monitoring plan, and a reporting plan. Students will utilize skills gained throughout the program to demonstrate the ability to plan and implement a project from conception to conclusion. **Prerequisite:** Successful completion of all core and specialization coursework. Course not eligible for Prior Learning Assessment (PLA) credit.

**PJM595**  
**Project Management Internship**  
**3 credits**  
In this course, students participate on the staff of a project management or related professional team under the co-supervision of faculty and agency personnel.
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nals and a mid-term report are required and combine theory and observation of professional practice. Other course requirements include a mid-term conference with the faculty internship coordinator and evaluation of the on-site supervisor. On-site hours are determined by credit hours. Prerequisite: Students must successfully complete three courses (nine credits) prior to taking the internship. This course may not be available in all states, see the State Specific Authorization Policy under Admissions Policies. Pre-requisite 3 Core Courses. Course not eligible for Prior Learning Assessment (PLA) credit.

Psychology Courses

PSY105
Introduction to Human Development
3 credits
This course is designed to provide the student with a broad overview of human development, particularly changes in individual’s physical, cognitive, social, and emotional development across the lifespan. Students will be introduced to developmental theories and will examine the developmental tasks and challenges unique to each type of development process. This is an approved Colorado gtPathways course. Course not eligible for Prior Learning Assessment (PLA) credit.

Public Management Courses

PMG300
Public Administration
3 credits
An overview of issues related to leading and managing public organizations and government agencies. Focus includes policy development, strategic planning, agency operations, civil service systems, legal framework, and ethical considerations. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)

PMG320
Public Policy and Strategy
3 credits
An analysis of the development, implementation and evaluation of public policy and strategy. Study includes influences of administrative, legislative and judicial legal perspectives, as well as accountability to citizens and governing boards. This course is also offered through Self-Study Assessment. Credits earned using this option will appear on transcripts with an “S” suffix. Contact your advisor with any questions.

PMG370
Fundraising and Grant Writing
3 credits
This course provides a broad overview of theoretical and practical application of nonprofit management. Students will learn about the role and responsibilities of a nonprofit organization fundraising marketing and communication plan. An overview of fundraising will include the importance of an analysis of the essential elements of fundraising: major gift solicitation, the annual campaign, planned giving, understanding alternative fundraising solutions, social enterprises, the use of new technologies for fundraising; individual donor tracking, institutional donors, charitable trusts and foundations and corporate philanthropy. Additionally, students will develop essential research skills, fundraising resources, professional associations and conferences, and examining and measuring the social impact and ethical aspects of fundraising.

PMG400†
Strategic Planning for Public and Nonprofit Organizations
3 credits
A practical examination of strategic planning for public and nonprofit organizations. Emphasis on understanding the nonprofit sector, creating effective leadership in the planning process, generating internal and external support, and plan implementation. This course is no longer offered.

PMG420†
Public Relations
3 credits
Provides a review of essential elements and strategies for conducting effective public relations efforts, including communication skills, information and message management, audience targeting, media relations and press releases, and campaign development and operations. This course is no longer available.

PMG430
Human Resource Management in the Public Sector
3 credits
Overview of the application of human resource management functions in the public sector, including recruiting, selecting, training, compensating and appraising employee performance.
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PMG480†
Capstone - Applied Public Management Skills
3 credits
This capstone course provides students with the opportunity to demonstrate the breadth and depth of learning through the public management program. Students will design a capstone project which can be applied to a career relevant area. The capstone project will encompass demonstrated knowledge of leadership theories and their practical application in organizations, critical thinking skills, public organization design and structure and identifiable ethical behaviors. Prerequisite: All core and specialization courses. This course is no longer available. Course not eligible for Prior Learning Assessment (PLA) credit.

Professional Sales Courses

PSL300†
The Professional Sales Process
3 credits
This course provides students with an introduction to the entire sales process. This includes prospecting, pre-call planning, writing sales proposals, handling objections, closing the sale, and customer follow-up post sale. Students will also learn the importance of understanding how to navigate through the political and economic dynamics of the customer. This course is no longer available.

PSL301†
Aligning Strategy and Sales
3 credits
This course examines the relationship between business strategy and sales activities. Students will discover how to establish and communicate sales initiatives through navigating through the proper channels to promote long-term revenue growth. This course is no longer available.

PSL400†
Principles of Sales Force Leadership
3 credits
This course provides students with the experience needed for the strategic and tactical aspects of sales force management. It is appropriate for students who are interested in sales management or who will work for companies whose revenues and profits depend on a productive sales force. This course is no longer available.

PSL450†
Advanced Negotiations
3 credits
This course provides students with an insight in the advanced negotiations process. Students will learn the process of identifying leads, qualifying leads, obtaining permission from the buying party to determine if a need exists, and closing the sale. This course will also explore ways to relate to the customer and explore their needs by using a consultative approach. This course is no longer available.

PSL460†
Emotional Intelligence and Sales
3 credits
This course examines the underlying relationship between being personally motivated to succeed and its impact on sales performance. The course will explore the factors that lead someone to be motivated within, to make the independent decision to achieve sales excellence. This course is no longer available.

Research Courses

RES500
Fundamentals of Quantitative Analysis
3 credits
This course explores four major components of research for graduate program: business research and descriptive statistics, fundamentals of accounting analysis, fundamentals of financial analysis, and decision making through statistical and logical methods. The course includes quantitative methods to support research methodologies. The course is not intended to provide an in-depth study of these components but provides basic knowledge to support intensive learning that will occur in the core courses of their programs. Course not eligible for Prior Learning Assessment (PLA) credit.

RES501
Fundamentals of Research and Writing
3 credits
The primary purpose of this course is to help students entering graduate level programs at CSU-Global develop awareness of current and effective research and writing practices with the goal of implementing such practices into their writing and research projects. Students will learn what constitutes graduate level writing and research as well as how to communicate with colleagues in online professional forums. Students will also learn to effectively integrate writing and research skills into the writing projects they will
COURSES OF INSTRUCTION

pursue throughout their graduate level programs. Course not eligible for Prior Learning Assessment (PLA) credit.

Small Business/Entrepreneurship Courses

SMB300
Introduction to Small Business/Entrepreneurship
3 credits
This course shall discuss the process of creating and managing a small business or entrepreneurial organization. Students shall learn about the process of business plan development and opportunities and challenges of establishing an independent business. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.) This course is no longer available.

SMB350
Funding Sources for Small Business/Entrepreneurial Organizations
3 credits
This class shall discuss the options in financing of small business and entrepreneurial organizations. Students shall analyze the best type of financing for the appropriate stage of start up phase for a new business venture. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.) This course is no longer available.

SMB400
Managing a Small Business/Entrepreneurial Organization
3 credits
This course shall discuss important, practical aspects of actually managing a small business. Students will learn the core business processes that are necessary for small businesses to not only survive but grow in today’s economic environment. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.) This course is no longer available.

Sociology Courses

SOC101
Introduction to Sociology
3 credits
This introductory course presents sociology as a discipline and a perspective to be used for understanding the link between individuals and society. The course allows for critical evaluation of several important social issues, including the persistence of social and socioeconomic inequalities, the continuing significance of race, gender, class, family life, socialization, the economy, political structures, social interaction, and culture. Students will gain a subjective and objective understanding of the field of sociology through the review of historical information, research methods, theoretical perspectives, and effects of socialization. Ultimately, this course provides students the opportunity to develop critical thinking abilities about the way individuals operate within society. This course fulfills a General Education Social Science requirement. This is an approved Colorado gtPathways course. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.) Course not eligible for Prior Learning Assessment (PLA) credit.

SOC300
Working in Modern Society
3 credits
An analysis of the conditions and challenges faced by workers in contemporary society, including the meeting of both employer and individual expectations. Focus includes the balancing of numerous factors including personal life, job commitment, and career management. This course fulfills a general education requirement for social sciences. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.) Course not eligible for Prior Learning Assessment (PLA) credit.

SOC305†
Technology and Tools for the Global Information Age
3 credits
Explore the vast and growing number of technology tools available to meet the organizational demands of a global world. Evaluate the impact of technology on communication, skills development, and the role of leadership while learning to develop applicable strategies to meet organizational needs with optimal results. This course fulfills a general education requirement for social sciences. This course is no longer available.

SOC310
Race, Gender, and Ethnic Relations in the U.S.
3 credits
Survey of the historical and current issues related to race, gender, and ethnic relations found in practices and policies. Review of judicial, political and economic influences on organizational diversity management. (This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)
SOC460  
**Community Development**  
**3 credits**  
This course examines the various facets of community resource development and management. Emphasis is on planning and management strategies to guide organizations in community development projects, programs, and efforts. *(This course is also offered through SSA. Credits earned using this option will appear on transcripts with an “S” suffix.)*

SOC470  
**Evaluation of Research and Theory in the Social Sciences**  
**3 credits**  
The course aims to provide a foundation for relevant quantitative and qualitative analysis in the social sciences. Students will also gain an understanding of overarching historical aspects and related theories within the various disciplines of social science. Students will develop skills leading to the application of theories to investigate and solve problems in the social sciences. Students will be able to analyze various ethical and cultural social issues in multiple contexts.

SOC480  
**Capstone - Applying the Social Sciences**  
**3 credits**  
This capstone course is the culmination of the applied social sciences academic experience. It serves to synthesize the knowledge gained from courses previously taken within the applied social sciences and prepares the graduate for further studies within the social sciences or a related career position. The course centers on the development of a senior level research paper grounded in relevant social science literature and research; the emphasis is on the integration and synthesis of knowledge acquired in previous courses. *Prerequisite: All core and specialization courses. Course not eligible for Prior Learning Assessment (PLA) credit.*

SOC495  
**Applied Social Sciences Practicum**  
**3 credits**  
The practicum provides students with practical experience in organizations specific to applied social science. Each student will work under the direct supervision of a senior-level professional at the workplace site. The purpose of the practicum is for students to apply and integrate what they have learned during the core courses of their applied social services programs. During the practicum, each student will be required to engage in discussions and assignments designed to demonstrate their ability to apply and integrate what has been learned through the practicum experience. The emphasis of the practicum will be on the student assuming a professional role within the organization. Students will complete their practicums over a period of eight weeks with a minimum of 80 hours of fieldwork completed during the course. *Prerequisite: All core and specialization courses. Course not eligible for Prior Learning Assessment (PLA) credit.*
# CSU-Global Directory

<table>
<thead>
<tr>
<th>Department</th>
<th>Phone</th>
<th>Email</th>
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<tbody>
<tr>
<td>Student Advising</td>
<td>1-877-900-2655</td>
<td><a href="mailto:Advising@CSUGlobal.edu">Advising@CSUGlobal.edu</a></td>
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<td>Academic Affairs (Provost)</td>
<td>720-279-0649</td>
<td><a href="mailto:Provost@CSUGlobal.edu">Provost@CSUGlobal.edu</a></td>
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<tr>
<td>Admissions</td>
<td>1-800-920-6723 or 1-800-462-7845 x1</td>
<td><a href="mailto:Admissions@CSUGlobal.edu">Admissions@CSUGlobal.edu</a></td>
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<tr>
<td>Disability Services</td>
<td>720-279-0650</td>
<td><a href="mailto:ADA@CSUGlobal.edu">ADA@CSUGlobal.edu</a></td>
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<td>Library Services</td>
<td>720-279-1141</td>
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<td>Military Advising</td>
<td>1-800-462-7845 x7</td>
<td><a href="mailto:MilitaryAdvising@CSUGlobal.edu">MilitaryAdvising@CSUGlobal.edu</a></td>
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<td>Office of Student Success</td>
<td>1-855-212-6700</td>
<td><a href="mailto:Student.Success@CSUGlobal.edu">Student.Success@CSUGlobal.edu</a></td>
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<td>1-800-462-7845 x5</td>
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<td>1-800-462-7845 x4</td>
<td><a href="mailto:StudentAccounts@CSUGlobal.edu">StudentAccounts@CSUGlobal.edu</a></td>
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<td>Transcript Evaluation</td>
<td></td>
<td><a href="mailto:Transcript.Evaluation@CSUGlobal.edu">Transcript.Evaluation@CSUGlobal.edu</a></td>
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<tr>
<td>Faculty Support (For faculty use only)</td>
<td></td>
<td><a href="mailto:Faculty.Support@CSUGlobal.edu">Faculty.Support@CSUGlobal.edu</a></td>
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## Program Coordinators

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<td>Accounting</td>
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<td>Communication</td>
<td><a href="mailto:PC.Communication@CSUGlobal.edu">PC.Communication@CSUGlobal.edu</a></td>
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<td>Management</td>
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<td>Management Information Systems and Business Analytics</td>
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<td>Public Management</td>
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<td>Teaching and Learning</td>
<td><a href="mailto:PC.Teach@CSUGlobal.edu">PC.Teach@CSUGlobal.edu</a></td>
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Colorado State University-Global Campus (CSU-Global) was created by the Colorado State University System Board of Governors in 2007 as the first independent, regionally accredited, 100% online state university in the country.

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ADDENDUM

- p.30 - Added section “Re-entry Catalog Appeal.”
- p.34 - Updated Collegiate Credit and Two-Year Institutions sections.
- p.35 - Updated Co-Operative Education and Internships section and changed name to Career (Vocational), Technical, Co-operative Education and Internships; Added section Limitation of Physical Education Credit; Updated International Credit section.
- p.36 - Updated Communication, Construction Management, and Criminal Justice courses available through SSA.
- p.37 - Updated Human Resources and Healthcare Administration & Management courses available through SSA.
- p.38 - Updated Organizational Leadership courses available through SSA; Removed “PLA Orientation” step from PLA process.
- p.38-40 - Updated Prior Learning Assessment (PLA) section.
- p.39-40 - Removed “Regarding Competency-Based Exams” paragraph beneath “Grading of Portfolio Submission.”
- p.40-42 - Updated entire NonTraditional Sources of Credit section.
- p.41-42 - Updated Table 1: Proposed Transfer Credit Mapping
- p.44 - Updated Graduate Transfer Information section.
- p.51-52 - Updated SuccessReady Career Skills chart.
- p.63-67 - Updated Customizing Your Interdisciplinary Professional Studies Course List
- p.71 - Added Undergraduate Applied Social Sciences specialization
- p.72 - Updated Construction Management description, PLOs, and course list
- p.75 - Added Undergraduate Digital Marketing specialization
- p.76 - Added Undergraduate Fundraising specialization.
- p.81 - Removed “Human Resource Management” from restricted majors on Organizational Leadership specialization.
- p.85 - Updated Undergraduate Specializations chart
- p.88 - Updated second note (**) beneath MSMGT Research Track course listing
- p.104 - Added graduate specialization Digital Instructional Architecture
- p.110 - Added Graduate Strategic Digital Information Marketing specialization
- p.112 - Updated Graduate Specializations chart
- p.117 - Added Undergraduate Certificate in Digital Marketing
- p.118 - Added Undergraduate Fundraising certificate
- p.122 - Added Graduate Certificate Digital Instructional Architecture
- p.123 - Updated Construction Management certificate of completion course list; Added Graduate Certificate in Strategic Digital Information Marketing
- p.138 - Placed BIO205 and BIO210 on teach out.
- p.142 - Placed CMG460 on teach out and added CMG465 - Sustainable Development
- p.148 - Placed ECN310 and ECN315 on teach out.
- p.155 - Placed HCM300 and HCM305 on teach out.
- p.156 - Removed HCM340 and HCM420.
- p.171 - Removed “This course is also offered through SSA” from ITS405.
- p.176 - Removed prerequisites from MGT510
- p.181 - Added courses MKG370 and MKG380
- p.182 - Added course MKG440, MKG500, MKG510, MKG520, & MKG580