

COURSE DESCRIPTIONS

ACC-324 Principles of Financial Accounting 4/7

An examination of the development and use of accounting information for the purposes of planning, control and decision-making. Topics include accounting cycles, asset valuation, liabilities, forms of owner's equity, income determination, managerial accounting applications, capital budgeting and interpretation of published financial statements. ■■■

ACC-325 Managerial Accounting 3/5

A focus on managerial accounting, cost accounting, managerial performance reports, segment reporting, variable costs, cost, profit and volume analysis. (Prerequisite: ACC-324 and ECN- 311) ■■■

ACC-525 Accounting for Decision Making 3/6

An examination of contemporary accounting issues for managers, such as principles, techniques and uses of accounting in the planning and decision making in organizations. The use of information technology plays a key role in this course. Areas of emphasis include the budgetary process, performance evaluation techniques, product costing methods, constraint management and ethics. ■■■

BUS-211 Business Statistics 3/7

A study of descriptive statistics including measures of central tendency and standard deviation, time series analysis, statistical inference with emphasis upon testing of hypotheses and measures of association, and application of these techniques to decision-making and planning. Emphasis is placed on methods for defining, researching, analyzing and evaluating problems found in business. Proficiency with MS ExcelTM is required. ■■■

BUS-217 Introduction to Global Business 3/5

A study of globalization and its impact on the world and you. A variety of topics is explored including international culture, regional trading blocks, challenges and opportunities facing business today. ■■■

■■■ Course delivered in the classroom, may use online components.

☒ Course delivered online.

BUS-219 Business Technology 3/5

A study of emerging technological issues facing management in order to enable students to integrate technology with business strategy. Topics include E-commerce, management information systems, strategic information systems, decision support systems, executive information systems and issues of technology and culture. ■■■

BUS-234 Current Problems in Business: Case Studies 2/4

A case study course in which students integrate current social issues with functional business strategies. Students analyze problems faced by specific companies and thereby learn to understand the causes for these problems, the many alternative solutions available, and the impact of solutions on both the company and society in general. General topics may include strategic management of social issues, political and community responsiveness, human investment, consumer welfare, the environment and multi-national corporations. ■■■

BUS-241 Personal Financial Planning 3/5

A study of the principles and practices of personal financial management. Topics covered are selected from budgeting, taxes, banking, credit, investments, insurance, goal setting, retirement and estate planning. ■■■

BUS-242 Biblical Principles of Personal Finance 3/6

A survey of the relationships between biblical principles and personal finances. Using materials from Crown Financial Ministries, Inc., the topics covered include stewardship, debt counsel, honesty, giving, work, investing perspectives, budgeting and eternity from a biblical perspective. ☒

BUS-315 Global Business as Missions Experience 3/0

A first-hand observation of the business practices and operations of various global "business as missions" organizations. Topics explored include elements of logistics and quality standards in a global context. Additionally, students explore the impacts of culture, education, religion, customs and values on global business operations. This course includes an overseas Global Business as Missions Experience and the completion of a written paper on the experience. ■■■

BUS-339 Creating Workplace Spirituality 3/6

An exploration of the opportunities to mix an individual's Christian faith with everyday business interactions. Students explore the concepts of finding meaning in a chosen work and the challenges that come to a religious workforce. Emphases include developing a working biblical definition of integrating work and faith and understanding the impacts of integrating spirituality in the workplace. 📖

BUS-361 Business Law 3/5

An exploration of the legal, regulatory and ethical environment in which business operates. Topics include the law of torts, contracts, sales and regulatory laws. 🏠

BUS-401 Business Ethics and Values 3/5

A study of representative theories as they relate to various contemporary problems in business. Special consideration is given to the application of Christian ethical principles, values clarification and decision-making. 🏠

BUS-503 Ethics, Values and Social Responsibility 3/6

A theoretical and practical overview of ethics theory, values formation and ethical decision making within the context of management and leadership. Ethics and values are presented from a Judeo-Christian perspective with emphasis on workable models for ethical decision-making and social responsibility at both the professional and business level. 🏠 📖

BUS-505 Research Methods 3/6

An examination of research methods available for the 21st century organization. Focus is on the systematic process of collecting, analyzing and interpreting data to answer a specific research question. The researcher learns how to write the research proposal and prepare a research report. 🏠 📖

BUS-507 Quantitative and Qualitative Analysis 4/8

A study of quantitative and qualitative techniques useful in management decision-making. Topics include break-even analysis, linear programming, sensitivity analysis, inferential statistics, regression, multi-variant analysis, constraint management and other decision-making models. 🏠 📖

BUS-509 International Business Practices 3/6

An examination of the environmental and cultural issues facing global organizations. Emphasis is given to global business operations and processes in practice. Additional issues covered include allocation of global resources, theoretical foundations surrounding global trade and global financial management, and the challenges and opportunities of developing strategies for the global organization. 🏠 📖

BUS-511 Global Business Experience 3/0

A self-directed study of the opportunities and conflicts facing global business ventures. Topics explored include elements of culture and changes in the global business environment as well as the effects of education, religion, customs and values on international businesses. The experience may be fulfilled either by participation in an overseas business trip or through practical experience with a company doing global business. (Prerequisite: BUS-509) 🏠 📖

BUS-661 Legal and Regulatory Environment of Business 3/6

An examination of the legal environment and its effect on business decisions and operations. Contracts, commercial and consumer law and ethical awareness in corporate life are studied as are guidelines for executive actions that produce a moral organizational culture. 🏠

CMI-214 Personal Spiritual Growth 3/5

A study of the biblical foundations and methods of practicing the Christian spiritual disciplines. Special focus is placed on the practical implementation of the personal disciplines into the life of the student. Students explore their personal relationship with God, identify the role of the Bible in their lives and prepare a plan for personal spiritual growth. 🏠

CMI-312 Personal Growth for Effective Leadership 3/5

A study and application of the various facets of personal growth necessary for effective leadership. These include the purpose and practice of spiritual disciplines, identifying one's spiritual gifts and natural abilities, and the importance of establishing relationships for accountability. 🏠 📖

🏠 Course delivered in the classroom, may use online components.

📖 Course delivered online.

CMI-331 Philosophy of Leadership 3/5

A study of the biblical concepts, presuppositions, skills, attitudes and values that shape one's philosophy of leadership. Students formulate a leadership philosophy providing the basis for constructing a pattern for program development. 🌱 📖

CMI-432 Principles of Administration and Team Building 3/5

An examination of administrative structures, organizational goal setting, current technical resources, budgeting, delegation and recruitment methods. Special emphasis is given to the team-building process as it relates to leadership and staff development. 🌱 📖

CMI-433 Systems for Cultural Impact 3/5

A study of the attitudes of faithfulness, sensitivity and persistence needed to impact one's culture with the foundational truths of Scripture. Special attention is given to cross-cultural applications and developing a system of integrating evangelism and discipleship in one's organization. 🌱 📖

CMI-442 Applications in Organizational Leadership 3/5

A capstone module designed to allow the students to integrate the various principles of the program with actual vocational environments. Case study analysis provides the basis for connecting Ministry Leadership objectives to vocational experiences. A special session is conducted on vocational search for leadership positions in ministry, service, or not-for-profit organizations. Completion of previous course work is necessary for successful completion of this course. 🌱 📖

COM-111 Foundations of Speech Communication 3/5

An introduction to the philosophy, theory and practice of speech communication. Students develop confidence as human communicators with particular emphasis on intrapersonal, interpersonal, small group and public communication. 🌱

COM-211 Business and Professional Communication 3/5

An overview of the communication process in organizations with emphasis on written and oral presentation skills. Simulations and case studies are used to focus efforts. (Satisfies general education speech requirement.) 🌱 📖

🌱 Course delivered in the classroom, may use online components.

📖 Course delivered online

COM-313 Leadership Communication 3/6

A study of the communication-based needs of effective leaders. Topics include vision casting, group interaction, organizational communication and listening. 📖

COM-335 Greatest Speeches 3/5

A study of speeches that made a difference. This may include historical speeches, contemporary speeches and business presentations that had a great impact on the audience. Speeches examined include those of Martin Luther King, Bill Clinton, George W. Bush, Sojourner Truth, Michael Eisner and others. 📖

ECN-311 Managerial Economics 3/5

A survey of microeconomic/macroeconomic theory as related to the manager's environment. Topics include an introduction to theories of consumer behavior, product demand, cost and supply, production, the firm and its markets, capital and pricing factors, principles/theories of national income determination, consumption, investment, savings, business cycles, monetary and fiscal policy. 🌱

ECN-513 Global Economic Environment 4/8

A focus on the global economic environment as a basis for decision making within a global business. Topics include the impact of globalization on the economies of the United States, Europe, Asia and other world economies, exchange rate theory and political regimes. 🌱 📖

ECN-530 Economics 3/6

A study of the decision-making skills necessary for managers and entrepreneurs in the context of the macroeconomic environment and the application of microeconomic price theory as it pertains to human capital issues. Readings include essays by several Nobel Prize winning economists. Further, the course challenges students to develop a Christian worldview regarding economic issues pertinent to managers. 🌱

ECO-243 Natural Resources Management 3/6

An exploration of the role of natural resource agencies in developing, sustaining and protecting natural resources. Emphasis is placed on the history of natural resource management in Michigan, management philosophies, politics that impact natural resources, species and ecology management, sustainability and carrying capacity. 📖

EDU-511 Issues in Education 3/7

An overview of the philosophy of education. The course introduces the Christian worldview as it relates to education within the context of educational leadership, global issues, diversity and choice, technology, learning disabilities, literacy, curriculum, home-schooling, charter schools, etc. ☼

EDU-513 Student Motivation and Behavior 3/7

A review of current research and best practice in the areas of educational psychology, student motivation, brain research, multiple intelligences, learning styles and classroom management. The course also reviews developmental psychology concepts necessary to understanding children and adolescents. ☼

EDU-521 Instructional Strategies for Diverse Classrooms 3/7

A study of issues relating to the education of diverse populations within the classroom including socioeconomic considerations, at-risk and ethnic and racial groups. Students study issues in the context of a Christian world and life view, developing plans to meet the needs of all children in the classroom. ☼

EDU-522 Curriculum, Assessment and Instructional Theory 3/7

A review of current professional organization and governmental curriculum standards and state and local curriculum frameworks including state testing instruments. The course also provides guidance in developing objectives, assessments and strategies in working with a variety of student populations in the inclusive classroom. ☼

EDU-524 Community Building and Educational Leadership 3/7

An investigation of institutional structures, managing and creating change, managing technology, administrative/teacher cooperation, teacher/teacher cooperation and parental involvement. Students also explore stress management, conflict management and how to become an agent for school improvement and educational leadership. ☼

☼ Course delivered in the classroom, may use online components.

☼ Course delivered online.

EDU-525 Assessment for K-12 Students 3/7

A study of standardized and authentic assessments used in K-12 classrooms. Students review research and interpret its contribution to the field from a Christian worldview. Methods used to assess student success include consideration of educational tests and measurements, alternative assessments, portfolio assessment and performance assessments. ☼

EDU-527 Instructional Strategies for Students with Learning Disabilities 3/7

A study of best-practices in remediation for students with learning disabilities. Students review research and interpret its contribution to the field from a Christian worldview. Students learn teaching strategies and their relationship to cultural and linguistic differences, developing plans to meet the needs of all children in the classroom. ☼

EDU-553 Research 3/7

A review of current best practice methods as indicated by meta-research. The course also reviews data related to student achievement (local and beyond) and provides direction on how to use teacher-developed data to improve student learning. Finally, it provides a framework for the teacher to use data as a basis for professional reflection. ☼

EDU-566 Reading Diagnostic Tools and Remediation 3/7

An introduction to diagnostic tools and remediation strategies within the context of the differentiated instruction model. The course incorporates instruction in the following areas: interest inventories, English language learning, visual and auditory discrimination tools, language expression and processing screening, phonemics, phonics, vocabulary, fluency, comprehension, spelling, writing and writing assessment tools and best practice instructional strategies in all areas of literacy. ☼

EDU-573 Technology 3/7

A study of the conceptual framework and use of technology as a tool in the classroom. This course focuses on the individual instructional needs of each student. Activities are commensurate with the technology comfort level of the student. Topics include using technology to facilitate inquiry-based learning, finding and developing resources, using computers in the classroom and exploring ways to use the Internet as an instructional tool. ☼

EDU-593 Master's Project 5/7

A course in which students complete a project that fills an area of need in the educational system. Students submit a project proposal in the first course (EDU-511). Throughout the program, the student continues to refine and develop the proposal, adding useful resources in order to complete the project. The master's project is generally done in the area of educational leadership, curriculum development/assessment, technology or school management. 🌐

EDU-594 TESOL Practicum 5/7

A practicum that engages the student teacher in the process of course planning, implementation and assessment. (Prerequisite: LIN-566) 🌐

ENG-118 Introduction to Writing and Research 4/8

A course designed to develop skills in reading, writing, revising and critical thinking. The emphasis is on APA documentation style and research writing. 🌐

ENG-119 Writing for Business 3/5

The study and practice of the various writing styles and skills required in a business setting. The emphasis is on clear, concise expression aimed at a specific audience for a specific purpose. The course includes a library and research component, writing of business letters, compilation of reports and graphs, use of computer technology and the writing of a Research paper documented by APA standards. 🌐 📖

ENG-223 Introduction to Literature 3/5

The study and application of various methods of literary interpretation and evaluation to develop critical and analytical skills in the various genres of imaginative literature. 🌐

ENG-363 C.S. Lewis and His Life of Faith 3/6

A focus on the life and philosophy of C.S. Lewis through analysis of selections from his fiction and nonfiction works. 📖

FAM-212 Parenting 3/6

A study of parenting and child development with a special focus on biblical parenting. The physical and spiritual development of the child from birth through the teen-age years is also emphasized. 📖

FAR-211 Introduction to Fine Arts 3/5

Introduction to, survey of, and development of, appreciation for the fine arts including music, painting, sculpture and architecture. The course includes an introduction to the field of aesthetics, study of components and techniques of the fine arts and a broad historical survey of artistic trends. Emphasis is placed upon the development of value judgment skills within the context of a Christian worldview. 🌐

FIN-345 Financial Management 3/6

Basic theoretical framework for decision making in financial management and the role of the financial manager in achieving liquidity and profitability. Ratio analysis, working capital management, capital project evaluation, valuation, risk and financial environment are covered. (Prerequisites: ACC-324, ACC-325 and ECN- 311) 🌐

FIN-351 Financial Fundamentals for Managers 3/6

An examination of the range and purpose of various sources of information including financial data, reports and statements of the organization as well as the relationship between this information and its use in managing the performance of the organization. 🌐

FIN-643 Managerial Finance 4/8

A study of essential concepts of financial management including working capital management, capital budgeting, capital structures, planning, time value of money and dividend policy. Students must be proficient with the use of Excel software. (Prerequisite: ACC-525) 🌐 📖

FIN-644 Managing Financial Resources 3/6

A study of the key accounting and finance principles that provide managers with a better understanding of the financial aspects of organizations. Topics include interpretation and analysis of financial statements, budgeting, time value of money and investment alternatives. 🌐

HIS-115 American Studies 3/5

A study of American culture using a thematic approach including such topics as Puritanism, colonization, the native American experience, industrialization, religious trends, technology, reform movements, the role of women, the impact of war on American life, economic development and contemporary issues. 🌐

🌐 Course delivered in the classroom, may use online components.

📖 Course delivered online.

HIS-326 The American Civil War 3/6

A study of the Civil War focusing on topics such as Civil War medical practice, prisons, Negroes in the Civil War, constitutional issues, conscientious objectors, Copperhead activity, desertion and the life of the common soldier rather than on generals and battles. ☐

HIS-363 Victorian Studies 3/6

A broad study of Victorian Britain using a thematic approach. Topics include political, economic, social, religious, literary, gender and intellectual history. Particular emphases include surveys of philanthropy, industrialism and its social effects and secularization. The course begins in the latter part of the reign of George III and continues throughout the long reign of Queen Victoria. ☐

IDS-100 Foundations of Inquiry 2/5

An introductory course emphasizing the knowledge and skills necessary for academic and personal success in a Christian framework. Topics include goal setting, decision making, time and financial management, computer and information retrieval skills, learning skills, relationships and personal health. ☼

IDS-220 Christian Worldview 3/6

An introduction to the development and function of the Christian worldview, which includes an examination of the philosophical and theological foundations for a Christian view of reality, knowledge, ethics and aesthetics. The course compares and contrasts the Christian worldview with those of naturalism, humanism and transcendentalism. ☐

IDS-302 Principles of Self-Management 3/5

An examination of personal strengths and identification of areas of adjustment that may assist in personal growth. Self-management includes the development of group interaction skills and management of individual and professional priorities. Topics include communication processes within groups, goal setting, prioritizing, identifying personal values and time management. ☼ ☐

IDS-401 Christian Foundations in Business 3/5

An emphasis on nurture and development of personal faith and Christian worldview. Students are challenged to develop and defend personal viewpoints relating to economic justice, the responsibility of the corporation to society, the environment and questionable business practices. ☼

KIN-100 Foundations of Wellness 2/4

A study in personal wellness as a responsibility of biblical stewardship. This course addresses total person wellness in the context of biblical principles. Topics include attitude, exercise, fitness, nutrition and stress management. ☼

LIN-501 Issues in TESOL 2/5

An exploration of the issues that have an impact on the field of TESOL including social, historical, legal and cultural influences. A broad scope of these issues may include philosophical differences as well as classroom specific difficulties. ☼

LIN-525 Introduction to Linguistics 3/6

A study of the nature and structure of human language. Students are introduced to the goals, techniques and subject matter of modern linguistics. ☐

LIN-535 Advanced English Grammar 3/6

An exploration of the descriptive and prescriptive grammar of English, which is analyzed according to traditional, structural and transformational methods. Emphasis is also placed on preparing students to teach grammar. Students survey grammar teaching methodology in conjunction with the different areas of grammar studied. ☐

LIN-555 Sociolinguistics 3/6

A look at language in its social and cultural contexts, this course presents the basic socio-cultural variables (such as gender, age and social status) and shows their relation to language use and language learning. Areas covered in the course include bilingualism, dialectology, language variation and style with their relation to multilingual educational situations. ☐

LIN-556 Second Language Acquisition 3/6

An examination of the process of learning a second language. This course surveys current SLA theory and learning models. Emphasis is given to the ways these theories and models shape pedagogical practices in ESL classrooms. Linguistic, cognitive, affective, cultural and social factors influencing the acquisition of another language are explored. ☐

☼ Course delivered in the classroom, may use online components.

☐ Course delivered online.

LIN-557 Action Research 3/6

A course to aid the student in evaluating claims based on research, review current best practices as indicated by meta-research and discuss implications for TESOL. Action research that can be implemented in a TESOL setting and used for professional reflection and improvement of instruction is emphasized. Among the methods included are local data collection, structured interview, open-ended interview, case study, reflective case study, portfolio analysis and use of technology for self-assessment.



LIN-558 Materials Development and Integration 3/5

Application of second language learning and teaching principles to the analysis, adaptation, development and integration of materials for the ESL/EFL classroom. Among the resources explored are media, realia, computers and the Internet for all language skills including reading, writing, speaking, listening and grammar. Pedagogic rationale for materials and their use with a specific group of learners is emphasized. ■■■

LIN-565 TESOL Methodology I 3/5

A survey of the various methods and techniques used to teach language components (grammar, vocabulary, pronunciation) and language skills (reading, writing, listening and speaking). Practice in developing and implementing balanced and effective language lesson plans is provided along with evaluating and selecting appropriate ESL teaching materials. ■■■

LIN-566 TESOL Methodology II 3/5

A focus on specific areas of methods and different aspects of curriculum design and assessment, such as how to correctly assemble a specific curriculum for a class and implement it. The course also reviews assessments available, how to decide which assessment to use and when to use it. The students explore their own personal focus as well as the methodology and philosophy of teaching to help self-evaluate themselves as teachers and to use the resources provided in class to address issues. (Prerequisite: LIN-565) ■■■

■■■ Course delivered in the classroom, may use online components.

☐ Course delivered online.

LIN-570 Application of Technology in TESOL 2/4

A focus on providing a conceptual framework for technology in the classroom and on using technology as a tool in the ESL classroom, i.e. Computer Assisted Language Learning (CALL). Instruction is given in the areas of using technology to facilitate inquiry-based learning, finding and developing resources, using computers in the classroom and exploring ways to use the Internet as an instructional tool. ☐

MAT-120 Contemporary Math 3/7

An introductory math course designed to develop skills that have practical usage in a business setting and daily life experience. The course reviews basic mathematical concepts, develops skills with algebraic expressions and expands to several topical applications. Topics include number properties, equations and inequalities, percentages, finance, interest, geometric figures, probability, graphs and statistics. ■■■

MGT-232 Entrepreneurship 3/5

A survey of fundamental management principles, problems and procedures unique to small businesses. Topics include ownership, competition, financing, marketing, personnel, long- and short-term planning and governmental regulations. ■■■

MGT-233 Leadership Studies 3/5

An overview of the fundamentals of leadership. Using a combination of both theory and practical applications from case studies, the students explore issues involved with solving business problems, group interactions and techniques of group presentations. ■■■

MGT-314 Management and Leadership 3/5

An examination of current leadership theories and their application to management problems. Leadership behavior and its relationship to both organizational structure and individual personality style are discussed. Application of leadership theories to actual situations is emphasized. ■■■

MGT-315 Negotiation and Conflict Resolution 3/5

A study of the development of communication and management skills necessary for successfully resolving conflict situations. ■■■ ☐

MGT-316 Managing the Not-for-Profit Organization 3/5

An examination of the role of management in the not-for-profit organization. Topics include marketing, legal issues, insurance, finance, fundraising, human resources and technology. ■■■ ☐

MGT-317 Organizational Behavior and Processes 3/5

An examination of organizational behavior, structure and processes. The course focuses on individual and group roles in the organization and the effects of cultural elements on motivation and productivity. #



MGT-318 Creating and Implementing the E-enterprise 3/6

An exploration of the theories, concepts, practices and technologies available to plan, implement and manage product and service-based E-enterprises. The course focuses on how ethical decision-making impacts the E-business operations. #

MGT-319 Strategy and Planning for Ministry Organizations 3/6

An examination of the successful and unsuccessful strategic planning practices in organizations with emphasis on strategic planning's role in strengthening the ministry organization. Practical applications direct leaders in creating a planning process for their organizations. #

MGT-325 Creating and Managing Diversity Programs 3/6

A focus on assessing diversity within an organization, designing a diversity plan, implementing the plan and measuring success. Leaders examine the impact a Christian worldview and global strategies have on their diversity program. #

MGT-332 Human Resource Management 3/5

An exploration of the values and perceptions of selected groups affecting social and economic life through an analysis of policies and practices of recruitment, selection, training, development and compensation of employees. #

MGT-432 Strategic Management 3/5

A case study course. Application is made to major functions of business within the context of social, technological, economic, political and physical environment. Completion of all courses in the Bachelor's of Business Administration program is necessary for the successful completion of this course. #

MGT-438 Organizational Strategic Management 3/5

The study and application of tools and methodologies for strategic management of organizations. Course topics include the creation of SWOT analysis, internal and external factor analysis, competitive matrices and the development of appropriate organizational strategies. #

MGT-441 Management Project 3/5

A course in which students produce an individual project demonstrating the ability to apply and integrate the knowledge and techniques studied in previous courses to a current business problem. Completion of all courses in the B.S.M. program is necessary for the successful completion of this course. #

MGT-531 Organizational Behavior and Change 3/6

The study of the behavior of individuals and teams within organizations based on current management theory. Emphasis is given to understanding, predicting, motivating and changing work-related behaviors in organizations. Key topics include organizational structure, understanding culture, power, diversity, leadership and communication within the organization. # #

MGT-532 Theory and Practice of Leadership 3/6

A survey of the current literature on the topic of leadership. A foundation of research and theory is laid to form the context for more specific topical study throughout the program. Special emphasis is placed on the knowledge, skills, attitudes and values in servant leadership. #

MGT-536 Managing and Maximizing Diversity 3/6

A study of the knowledge and skills necessary to manage and maximize the potential of an increasingly diverse workforce. Emphasis is placed on the benefits of a systematic and systemic approach to assessment, measurement, design and implementation of a sustainable diversity initiative. Students identify values and beliefs about people who are different from themselves and develop specific leadership strategies for managing a diverse workforce. #

MGT-538 Case Studies in Management 3/6

An in-depth examination of the influence and impact of contemporary business issues on the practice of effective management using the case study method. #

Course delivered in the classroom, may use online components.

Course delivered online.

MGT-539 Entrepreneurship and Innovation 3/6

A focused study of the tools needed in identifying and capitalizing on entrepreneurial business opportunities, methods for managing those opportunities and critical thinking skills needed for innovation and growth. Students work with a team to design an entrepreneurial venture. Additional topics include how to stimulate new ideas, managing innovative ideas, adapting to change and individual and group roles in the creative process. 🏠 📖

MGT-540 Applied Management Project 3/6

A capstone course in which students demonstrate their mastery of the M.S.M. curriculum by addressing a real organizational issue. Emphasis is placed on selecting, evaluating and analyzing a current issue in the student's place of employment and then designing and formulating a plan that appropriately addresses the issue. The outcome includes a thesis report and oral presentation demonstrating individual competence. 🏠

MGT-638 Issues in Human Resource Management 3/6

A focus on current issues in the field of human resource management emphasizing legal issues, career development, job definition and job qualification. Labor/management conflict from behavioral and institutional viewpoints is also examined. 🏠

MGT-639 Strategic Management 3/6

An in-depth analysis and evaluation of corporate and business strategies. Students are expected to demonstrate that they have the ability to integrate the various disciplines in the program and practical management experience for the purpose of solving a management and leadership problem through case analysis and critique. Topics include crafting an executive strategy, managing diversification, global market competition and analysis of resources and competitive position. 🏠

MGT-692 Applied M.B.A. Project 3/6

A capstone course in which the student demonstrates that he/she has the ability to integrate a diverse business education and practical experience. Completion of previous course work, research, and the international experience provide the basis for successful completion of this project. 🏠 📖

🏠 Course delivered in the classroom, may use online components.

📖 Course delivered online.

MKT-251 Principles of Marketing 3/5

An introduction to marketing centered on the areas of product, pricing, distribution and promotion with specific applications to decision making and the marketing function. Emphasis is placed on the marketing, consumer and industrial goals, and analysis of marketing functions and institutions. 🏠

MKT-350 Marketing Management 3/5

A study of the roles, responsibilities and tools of the marketing manager and how these are used to develop marketing plans and strategies. Emphasis is placed on areas of product, pricing, distribution and promotion. 🏠

MKT-651 Marketing Strategies 3/6

A case-method course using real marketing issues as a means to learn how to synthesize marketing fundamentals into effective and practical solutions. 🏠 📖

MUS-262 Exploring Western Music 3/6

A survey of, and appreciation for, western music from the Middle Ages to the 20th Century. The course includes an introduction to music, composers and components from various time periods with an emphasis on different styles, historical settings, aesthetics and musical trends. Special focus is given to discerning and judging the value of music with the context of a Christian worldview. 📖

PHI-211 Philosophy in Culture 3/5

An examination of the basic philosophical problems, movements and representative philosophers with an emphasis on philosophy as a world and life view. 🏠

PSY-111 General Psychology 3/5

An introduction to psychology dealing with the important people, terms and theories in the fields of personality, learning, maladjustment and psychotherapy. 🏠

PSY-221 Interviewing and Counseling 3/5

An introduction to theoretical concepts, primary principles, strategies and interventions implemented in the practice and delivery of human services to individuals and families using the human services interview techniques. 🏠

REL-102 Christian Foundations 3/5

A study of the biblical concepts of creation, fall, redemption, consummation, stewardship and humanity as divine image bearers. These concepts provide a basis for all knowledge, insisting that "all truth is God's truth," and for the absolutes of biblical truth and morality. 🏠

REL-226 Inductive Study of Ephesians 3/5

An analysis of the epistle to the Ephesians designed to put into practice the inductive study skills learned in REL-228. The course reviews background, theme and analytical study of the epistle to understand and apply principles that are relevant in ministry leadership. (Prerequisite: REL-228) 🌐 📖

REL-228 Principles of Biblical Studies 3/5

An introduction to various methods of Bible study. Emphasis is placed upon inductive study with the intent to provide a method by which ministry leaders become independent students of Scripture. The inductive method is applied to various literary genre of both the Old and New Testaments. 🌐 📖

REL-231 Mosaic Literature 3/5

A study of the history of redemption from Adam to Moses as set forth in the Pentateuch. Special attention is given to God's purposes in the call of Abraham and the establishment of the Mosaic economy. 🌐

REL-232 Gospel Literature 3/5

A study of the four Gospels including their backgrounds, themes, outlines and distinguishing features, distinctive portrayals of Christ, and the life and ministry of Christ as set forth in the Gospel of Mark. 🌐

REL-233 Principles of Interpretation in Old Testament Literature 3/5

A study of the basic principles of biblical interpretation. Emphasis is placed upon the cultural, historical, grammatical and theological method of interpretation. The application of these principles is drawn specifically from the Old Testament scriptures. The course is designed to provide ministry leaders with a method to properly interpret the Bible. 🌐 📖

REL-234 Writings of Paul 3/6

A survey of the writings of Paul including their backgrounds, themes, outlines and distinguishing features with special attention given to the book of Romans. 📖

REL-235 Introduction to Old Testament Wisdom Literature 3/6

An introductory survey of the Old Testament books of Wisdom including a study of their major themes, characteristics of Hebrew poetry and principles which can be applied to Christian living. 📖

REL-238 Christian Doctrine 3/5

A systematic study of the basic biblical doctrines of Christianity. The course reviews relevant Bible passages and emphasizes the practical application of the teachings of the Bible to the Christian life. 🌐 📖

REL-239 The Ethics of the Ten Commandments 2/0

The study of the Ten Commandments with particular emphasis on the nature and content of ethics, the historical and cultural setting of the commandments, their organization, the meaning and significance of each of the Ten Commandments and the application of the commandments to daily life. The course includes listening to taped lessons, reading three books, four written assignments and a final exam. 📖

SCI-119 Contemporary Issues in Science and Technology 3/6

An exploration of current issues in physics, science biology, health and medicine. The course provides an understanding of the scientific method and how to critically evaluate current issues from a scientific perspective. 🌐

SOC-101 Introduction to Human Services 3/5

An introduction to the field of human services and the conditions in modern society that impact the health of individuals, families and communities. Topics include identification of populations served by human service workers, principles of human services and the essential helping skills. Special emphasis is given to Christian involvement in human services and the role of the faith-based social service agencies in American society. 🌐

SOC-111 Introduction to Sociology 3/5

An introduction to the field of sociology including an overview of several subfields. Basic theoretical perspectives of sociology are used to provide an explanation of basic institutions and social processes. 🌐

SOC-201 Intercultural Relations 3/5

An examination of minority and ethnic groups' social issues, cultural beliefs, values, communication styles, learning styles and cultural influences and contributions. The course explores roles within families and society, surveys, demographics and their impact on individuals and society. Concepts of gender diversity and women's issues are also introduced. 🌐

🌐 Course delivered in the classroom, may use online components.

📖 Course delivered online.

SOC-211 Current Social Issues 3/5
An examination of current social issues in light of classical and contemporary theories. Emphasis is placed on the implications of these issues for American society. 🏠

SOC-229 Field Experience 3/6
A capstone course requiring students to gain field experience through a supervised work experience with an appropriate agency and related to the student's area of interest. Prerequisites: Students must complete, at minimum, SOC-101, SOC-111, SOC-201 and PSY-221 before beginning the field experience. 🏠

SOC-232 Marriage and Family 3/6
An examination of the structure and function of marriage and family life from a biblical perspective. Topics include mate selection, parenting, divorce, transitions in relationships and the family life cycle. Students are exposed to difficult family issues such as blended families, spousal infidelity, midlife crisis and grief and loss in the home. 🏠

Prior Learning Assessment Seminar 0/0
(5 hours, one Saturday morning)
An introduction to prior learning assessment and the standards used to evaluate prior learning. Students learn how to write life-learning essays and petition for credit for professional schools and training (seminars, workshops, licenses, etc.). Students should contact their academic advisor in the Registrar's office for registration and dates. 🏠

🏠 Course delivered in the classroom, may use online components.

🖥️ Course delivered online.