ADULT LEARNING (AL)

AL 102. Art. (3 Credits)
examines the fundamental nature and context of the visual arts. Classroom discussions center on the definition of art, the making of art, the artist, the aesthetic object, the viewer, art criticism, interpretation, and the history of art. Students view and discuss works of art, visit galleries and museums, and experience introductory studio activities. 3 credits.
Prerequisite: None
Offered at: BEL, CUWAE, GB, MID, MPW

AL 103. Music. (3 Credits)
will prepare students for appreciating the experience, structure, and cultural influence of Western classical music. With a focus on the sociocultural background of composers and musical eras, provides students with appropriate terminology and insight so they may critique and discuss classical musical compositions and performance. Opportunity to apply learning to a live musical event, which does not need to be classical. 3 credits.
Prerequisite: None
Offered at: KEN, MAD, MID, OL, WAU

AL 105. Literature. (3 Credits)
examines genres and forms of writing including short fiction, poetry, drama, and non-fiction. Students will work with both written and oral analysis. They will learn about contemporary techniques of criticism and terminology common to each genre. 3 credits. Concordia University Accelerated Learning Centers and Off Campus Offerings 45
Prerequisite: None
Offered at: CUWAE, KEN, MID, WAU

AL 107. Student Success Strategies. (3 Credits)
engages students in cultivating the abilities necessary for academic and professional success, including study and research skills, learning styles, use of technology, and critical thinking skills. 3 credits.
Prerequisite: None
Offered at: BEL, CUWAE, GB, KEN, MID, MPW, OL, WAU

AL 108. Intro to Writing: Grammar. (3 Credits)
focuses on preparing students in accelerated adult courses for the reading and writing assignments they will receive as they complete their college program. The class begins with grammar and written diagnostic measures, after which it addresses rhetorical strategies used in developing and organizing written ideas, reading comprehension, and a brief introduction to the college-level research process. 3 credits.
Prerequisite: None
Offered at: MID, MPW

AL 109. Basics for Mathematics. (3 Credits)
studies the basics of mathematics including fractions, decimals, ratio and proportion, percents, basics of descriptive statistics and probability, graphing calculator use, introductory algebra concepts, the use of mathematics in solving real life problems, and geometry. 3 credits.
Prerequisite: None
Offered at: MID, MPW

AL 125. Contemporary Mathematics. (3 Credits)
studies problem solving, size and shape, growth, measurement and geometry, patterns, probability, statistics, street networks, planning and scheduling, and linear programming. A knowledge of high school algebra and geometry is required. 3 credits.
Prerequisites: AL 122 or AL 109 or acceptable test score.
Offered at: CUWAE, GB, KEN, MID, MPW, OL

AL 127. ADMINISTRATIVE LAW. (3 Credits)

AL 128. College Algebra. (3 Credits)
examines linear, quadratic, polynomial, exponential and logarithmic functions and their graphs, asymptotes and end-behavior of functions, inverse functions, systems of equations, and applications of these. 3 credits.
Prerequisites: MATH 121, AL 122, or two years of college preparatory algebra at the secondary level.
Offered at: BEL, OL

AL 136. Literary Visions. (3 Credits)
brings literature to life with dramatizations of individual works and readings of literary passages. This introduction to literature incorporates both contemporary and traditional works in its selection of literary texts. It also places a strong emphasis on writing about literature as a way for students to learn and use advanced compositional techniques. 3 credits.
Prerequisite: None
Offered at: OL

AL 152. Computer Communication. (3 Credits)
introduces the basic concepts of the use of the computer in business, management, and in communication. Students will become aware of the main applications programs available, including writing memos using Word, crunching numbers with Excel, presentations with PowerPoint and using the internet to do research, send/receive email and explore other technology interests. 3 credits.
Prerequisite: None
Offered at: BEL, MID, OL

AL 153. Forensic Investigation. (3 Credits)
provides the student with a general understanding of physical scientific methods utilized in criminal investigative operations. Using the laboratory method of instruction, the course will expose the student to current advances in criminalistics such as DNA identification. 3 credits.
Prerequisite: None
Offered at: BEL, CUWAE, GB, KEN, MID, MPW, OL, WAU

AL 158. Science. (3 Credits)
studies the empirical methods and quantitative techniques used by scientists. In addition, this course will view science with regard to its philosophic reasoning, historic development, and its unique character and limitations as an intellectual discipline. A knowledge of high school level algebra is required. Lab included. 3 credits.
Prerequisites: AL 122 or 125.
Offered at: KEN
AL 159. Heritage of Faith. (3 Credits)
examines the faith stance of various biblical personalities as well as various literary forms used by biblical authors to enable the student to read the Bible with a more profound grasp of its message as well as a deeper appreciation of its role in the literature of the Western world. 3 credits.
*Prerequisite: None

Offered at: AP, BEL, CUWAE, GB, KEN, MAD, MID, MPW, OL, WAU

AL 161. Hist & World Views West World. (3 Credits)
presents an overview of the history of Western Civilization - its basic chronology, major events and themes. Students will explore various eras by reading assorted historical documents. 3 credits.
*Prerequisite: None

Offered at: CUWAE, GB, MID, OL

AL 169. Business Statistics. (3 Credits)
studies the terminology, methodology, and body of knowledge in statistics. Topics such as means, median, variation, probabilities, correlation and regression will be covered in this module. 3 credits.
*Prerequisites: AL 122 or AL 109 or acceptable test score.

Offered at: CUWAE, GB, KEN, MID, MPW, OL, WAU

AL 175. Intro To Environmental Science. (3 Credits)
introduces students to vocabulary, major concepts, and contemporary issues related to the natural world and human interaction with it. 3 credits.
*Prerequisite: None

Offered at: OL

AL 180. Interpersonal Communication. (3 Credits)
focuses on the role of self-concept, perception, nonverbal behaviors, listening, self-disclosure, power, gender, and conflict within relationships in the workplace, community and home. Everyday negotiation skills are developed within the context of interpersonal conflict management. 3 credits.
*Prerequisite: None

Offered at: CUWAE, GB, MID, OL, WAU

AL 200. Principles of Economics. (3 Credits)
this course is a survey of basic economic theory and its applications and is designed to cover principles of both microeconomics and macroeconomics. This one semester survey course is specifically designed to help students acquire the understanding of the basic economic decision making tools required for sound economic decision making and further study in business and related fields. This course is not designed for the student wishing to pursue a major in economics. 46 Concordia University Accelerated Learning Centers and Off Campus Offerings
*Prerequisite: None

Offered at: OL

AL 201. English Language. (3 Credits)
examines the basic structure of standard written English and elements of style in written composition. Activities will help students gain mastery in the conventions of English usage, explore the relationship between language and thought, and apply rhetorical principles in their own reading and writing. The course will also function as an introduction to linguistics, including attention to semantics, semiotics, and the cultural role of language. 3 credits.
*Prerequisite: None

Offered at: CUWAE, KEN, MID, OL

AL 204. College Writing. (3 Credits)
provides a variety of challenging writing tasks addressing a number of vital ideas and issues. Through critical reading and discussion of essays written by influential thinkers such as Niccolo Machiavelli, Martin Luther King, Jr., and Virginia Woolf, students learn to write thoughtful, logical, creative essays. Students develop editing, critical thinking, peer evaluation and research skills. One research paper is required. 3 credits.
*Prerequisites: AL 108 or acceptable assessment score.

Offered at: AP, BEL, CUWAE, KEN, MID, OL

AL 206. American Cinema. (3 Credits)
introduces basic issues related to the phenomenon of American cinema. It looks at American film history from the 1890s through the 1990s, but it does not explore this history in a purely chronological way. It is a cultural history which focuses on topics and issues more than on what happened when. It also explores how Hollywood films work technically, aesthetically, and culturally to reinforce and challenge America's national self-image.
*Prerequisite: None

Offered at: OL

AL 208. Art of the Western World. (3 Credits)
relates the history of the Western visual tradition from the Classical period to the present time. Through lectures, visualization, and personal readings, students will learn to understand the principles behind the various periods and movements. 3 credits.
*Prerequisite: None

AL 212. Intro to Sport Management. (3 Credits)
is an analysis of effective management strategies, competencies, and job responsibilities required of sport managers in a variety of sports or sports related organizations. This course will focus on sports management in terms of its scope, current issues, future trends, and career opportunities in the sport industry as they apply to management, leadership, communication, and motivation. 3 credits.
*Prerequisite: None

AL 224. Public Relations. (3 Credits)
survey the techniques and procedures used to secure publicity in business and politics, as well as manage responses to public issues affecting the publicity-seeking business, person, or organization. Topics covered include: identifying publics, media use, message preparation and dissemination, strategy, and ethical and legal concerns. Pre-requisite: AL366 or MKGT131. 3 credits.
*Prerequisite: None

Offered at: OL
AL 234. Speech Communication. (3 Credits)
focuses on oral communication between the speaker and audience. The ability to speak with confidence is developed through a variety of speaking experiences. This course combines the theory of public speaking with practical experience in delivering informative, persuasive and inspirational speeches. Emphasis is placed on the ability to give and receive feedback of a critical nature. No duplication with AL 100 Public Communication. 3 credits.
Prerequisite: None

Offered at: BEL, CUWAE, KEN, MID, MPW, OL, WAU

AL 235. Voices in Democracy. (3 Credits)
introduces the student to the study of American government, its structure, processes and actors. Students will examine the operations of the federal government as well as the roles of state and local governments. Also, the course will examine the role of the media and of public interest groups in American politics, as well as the nature of the electoral process. 3 credits.
Prerequisite: None

Offered at: OL

AL 245. Criminal Justice Research Meth. (3 Credits)
will acquaint the student with the various research skills and methods used in this discipline. Both quantitative and qualitative research strategies will be discussed, as well as issues in measurement, research design, and hypothesis formation. 3 credits.
Prerequisite: None

Offered at: MID, OL

AL 247. Business Writing. (3 Credits)
teaches students how to write effective business letters, memos, email, articles, reports, and job application materials. Students learn how to organize, format, and edit messages for a positive emphasis with an ethical approach for audiences, such as clients and subcontractors. A focus on customer service is emphasized. Students will take ownership of a Christian, ethical framework that can be applied in a professional setting. Students will have the opportunity to research and orally present a professional project to improve organizational efficiency or quality. This course will mirror the existing TUG course. 3 credits.
Prerequisite: None

AL 250. Nonprofit Management Principle. (3 Credits)
provides a foundation to introduce students to the strategic areas and fundamental skills for nonprofit sector success in a managerial role. Students will gain a general understanding of nonprofit practices, human resource development, organizational development and strategic management. 3 credits.
Prerequisite: None

Offered at: BEL, SL

AL 251. Nonprofit Marketing. (3 Credits)
provides students an introduction to marketing the nonprofit organization, through advertising, public relations, community relationships, and collaborations. Effective communication of the mission and programs to funders and potential clients is emphasized. Students develop a marketing plan for a nonprofit organization. 3 credits.
Prerequisite: AL250 Nonprofit Management Principles.

Offered at: BEL, SL

AL 255. Admin & Org of Sport and Rec. (3 Credits)
introduces the student to administrative and organizational policies, procedures, budget principles, public relations, legal considerations, event management, safety consideration and other issues at all levels of sport. Students are involved in selected hands-on experiences at various levels and types of participation. 3 credits.
Prerequisite: AL212 Introduction to Sport Management.

AL 256. Psychology. (3 Credits)
is an introductory survey course acquainting the student with the procedures, principles, theories, and vocabulary of psychology as a science. 3 credits.
Prerequisite: None

AL 259. Industrial/Organization Psych. (3 Credits)
teaches the fundamental theories and research in I/O Psychology, as well as practical application of the myriad career options for someone who is in the field of I/O Psychology, including employee selection, performance management, training and development, employee satisfaction, leadership and motivation, group behavior and conflict; managing change; and work life balance. 3 credits.
Prerequisite: None

AL 261. ART OF WESTERN WORLD. (3 Credits)
AL 265. Employment and Labor Relations. (3 Credits)
Offered at: CUWAE, MID, MPW, OL, WAU

AL 266. Staffing Organizations. (3 Credits)
introduces students to the principles and functions of staffing to enable the design and management of a successful staffing process, including legal compliance, internal and external recruitment, interviewing, and retention. 3 credits.
Prerequisite: MGMT 336 Human Resource Management.

Offered at: CUWAE, GB, MID, MPW, OL

AL 267. Compensation and Benefits. (3 Credits)
examines the development, administration, and evaluation of financial and non-financial compensation and benefits reward systems including relevant theoretical and legal perspectives, compensation structure, compensation systems, and benefit plans/systems. Pre-requisite: AL359 Human Resources Management. 3 credits.
Prerequisite: None

Offered at: CUWAE, GB, OL

AL 269. Workplace Health and Safety. (3 Credits)
will provide students with the basic knowledge and principles of the field of occupational safety and health. This course is designed to provide students with an understanding and appreciation for the fundamental safety technology and management needs of the safety director. 3 credits.
Prerequisite: MGMT 336 Human Resource Management.

Offered at: AP, CUWAE, GB, KEN, OL
AL 270. Intercultural Communication. (3 Credits)
provides students with an opportunity to develop communication
skills necessary for a diverse workforce. In this course students come
to understand intercultural communication by discussing language,
stereotypes, behavior and patterns. Students develop the ability to
apply cultural concepts to modern business situations and relate across
cultures within that setting.
Prerequisite: None
Offered at: BEL, CUWAE, GB, KEN, MAD, MID, MPW, OL, WAU

AL 271. Social Psychology in Workplace. (3 Credits)
introduces students to the study of persuasion, conformity, and social
influence through exploration of perception, cognition, self-justification,
and small group behavior. The course uses the workplace as the context
in which these concepts are explored. Students learn how an individual’s
thoughts, feelings, and behaviors are influenced by others and learn
methods social scientists use to study human behavior. 3 credits.
Prerequisite: None
Offered at: AP, CUWAE, MID, MPW, OL

AL 272. Organizational Management. (3 Credits)
engages students in the art and science of management within an
organization. The four functions of management, organizing, leading,
planning and controlling, are considered in light of individual, group and
organizational dynamics. Not open to students who have taken AL 352
Organizational Behavior or AL 358 Principles of Management. 3 credits.
Prerequisite: None
Offered at: BEL, CUWAE, GB, MAD, OL, WAU

AL 275. Fit & Well. (2 Credits)
this course explores the importance that physical activity and nutrition
play in maintaining wellness in our lives. 2 credits
Prerequisite: None
Offered at: MID, MPW, OL

AL 282. How Adults Learn. (1 Credit)
introduces the psychology of learning and various theories of adult
development. This one credit online course serves as an introduction to
college thinking and learning or as a reflective culmination of the college
experience. 1 credit.
Prerequisite: None
Offered at: OL

AL 283. ROMANTIC EXPERIENCE. (3 Credits)
AL 284. The Civil War. (3 Credits)
examines the nature of history and the philosophies and methodologies
of major historians. Readings include selections from Thucydides
to contemporary historians. Student activities, presentations, and
essays will include research techniques, including dealing with primary
sources; problems in knowledge and explanation, historical criticism, and
questions arising from various historical viewpoints. 3 credits.
Prerequisite: None
Offered at: KEN, MPW

AL 286. Faces of Culture. (3 Credits)
features dramatic and unique film footage from around the world,
embracing cultures from all continents, highlighting major lifestyles,
and illustrating human adaptation to environment from the beginnings
of the human species to the present. An expanded study guide and the
most recent edition of a widely accepted cultural anthropology text
complement the prize-winning programs. 3 credits.
Prerequisite: None
Offered at: OL

AL 300. Training and Employee Developm. (3 Credits)
examines the development and implementation of training, including
needs, job and task analysis, design and evaluation of training programs,
transfer of training and employee development. Pre-requisite: AL169 Statistical Methods. 3 credits.
Prerequisite: None
Offered at: KEN, OL

AL 304. Retail Management. (3 Credits)
examines the relationships between the various facets of the total retail
business activity. Since retailing involves the sale of goods and services
to the ultimate consumer for personal, family or household use, the
strategic processes of determining location, buying, stock control,
merchandising, accounting, finance, and organization are presented
within that context. Pre-requisite: AL366 or introductory marketing
course. 3 credits.
Prerequisites: MKTG 131 or AL366.
Offered at: OL

AL 359. Performance Improvement. (3 Credits)
transfer of training and employee development. Pre-requisite: AL359
Performance Improvement. 3 credits.
Offered at: OL

AL 295. Introduction to Six Sigma. (3 Credits)
INTRODUCES A SERIES OF CONCEPTS AND PRACTICES DIRECTED TOWARD IMPROVING
customer value and reducing waste. Lean means creating more value
to the customer with fewer resources. The course will focus on how to
systematically expose unneeded processes, materials, and effort to make
operations processes more effective and customer focused. 3 credits.
Prerequisite: None
Offered at: OL

AL 296. Introduction to LEAN. (3 Credits)
INTRODUCES A SERIES OF CONCEPTS AND PRACTICES DIRECTED TOWARD IMPROVING
customer value and reducing waste. Lean means creating more value
to the customer with fewer resources. The course will focus on how to
systematically expose unneeded processes, materials, and effort to make
operations processes more effective and customer focused. 3 credits.
Prerequisite: None
Offered at: OL

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provides students with an opportunity to develop communication
skills necessary for a diverse workforce. In this course students come
to understand intercultural communication by discussing language,
stereotypes, behavior and patterns. Students develop the ability to
apply cultural concepts to modern business situations and relate across
cultures within that setting.
Prerequisite: None
Offered at: BEL, CUWAE, GB, KEN, MAD, MID, MPW, OL, WAU

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introduces students to the study of persuasion, conformity, and social
influence through exploration of perception, cognition, self-justification,
and small group behavior. The course uses the workplace as the context
in which these concepts are explored. Students learn how an individual’s
thoughts, feelings, and behaviors are influenced by others and learn
methods social scientists use to study human behavior. 3 credits.
Prerequisite: None
Offered at: AP, CUWAE, MID, MPW, OL

AL 272. Organizational Management. (3 Credits)
engages students in the art and science of management within an
organization. The four functions of management, organizing, leading,
planning and controlling, are considered in light of individual, group and
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this course explores the importance that physical activity and nutrition
play in maintaining wellness in our lives. 2 credits
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AL 282. How Adults Learn. (1 Credit)
introduces the psychology of learning and various theories of adult
development. This one credit online course serves as an introduction to
college thinking and learning or as a reflective culmination of the college
experience. 1 credit.
Prerequisite: None
Offered at: OL

AL 283. ROMANTIC EXPERIENCE. (3 Credits)
AL 284. The Civil War. (3 Credits)
examines the time period 1861-1865 when the United States was rent
apart by the bloodiest and most divisive war in American history. The
course examines the conflict which helped politically, socially, and
economically to define the United States. Focusing on military and
civilian angles, the course allows the student to examine an important
aspect of history and the stories of individuals. 3 credits.
Prerequisite: None

AL 285. Historical Methods. (3 Credits)
examines the nature of history and the philosophies and methodologies
of major historians. Readings include selections from Thucydides
to contemporary historians. Student activities, presentations, and
essays will include research techniques, including dealing with primary
sources; problems in knowledge and explanation, historical criticism, and
questions arising from various historical viewpoints. 3 credits.
Prerequisite: None
Offered at: KEN, MPW

AL 286. Faces of Culture. (3 Credits)
features dramatic and unique film footage from around the world,
embracing cultures from all continents, highlighting major lifestyles,
and illustrating human adaptation to environment from the beginnings
of the human species to the present. An expanded study guide and the
most recent edition of a widely accepted cultural anthropology text
complement the prize-winning programs. 3 credits.
Prerequisite: None
Offered at: OL

AL 295. Introduction to Six Sigma. (3 Credits)
INTRODUCES A SERIES OF CONCEPTS AND PRACTICES DIRECTED TOWARD IMPROVING
customer value and reducing waste. Lean means creating more value
to the customer with fewer resources. The course will focus on how to
systematically expose unneeded processes, materials, and effort to make
operations processes more effective and customer focused. 3 credits.
Prerequisite: None
Offered at: OL

AL 296. Introduction to LEAN. (3 Credits)
INTRODUCES A SERIES OF CONCEPTS AND PRACTICES DIRECTED TOWARD IMPROVING
customer value and reducing waste. Lean means creating more value
to the customer with fewer resources. The course will focus on how to
systematically expose unneeded processes, materials, and effort to make
operations processes more effective and customer focused. 3 credits.
Prerequisite: None
Offered at: OL

AL 300. Training and Employee Developm. (3 Credits)
examines the development and implementation of training, including
needs, job and task analysis, design and evaluation of training programs,
transfer of training and employee development. Pre-requisite: AL169 Statistical Methods. 3 credits.
Prerequisite: None
Offered at: KEN, OL

AL 304. Retail Management. (3 Credits)
examines the relationships between the various facets of the total retail
business activity. Since retailing involves the sale of goods and services
to the ultimate consumer for personal, family or household use, the
strategic processes of determining location, buying, stock control,
merchandising, accounting, finance, and organization are presented
within that context. Pre-requisite: AL366 or introductory marketing
course. 3 credits.
Prerequisites: MKTG 131 or AL366.
Offered at: OL
AL 305. Promotion and Advertising. (3 Credits)
engages the student in analyzing current advertising procedures. Topics include methods of approach and appeal; basic campaign strategy, copy, visualization and layout; mechanical production; relationship of behavioral sciences to advertising, their use and selection; packaging, brand identification and promotion; and market research, ethics and consumer protection. Prerequisite: MKTG 131 or AL366. 3 credits. Concordia University Accelerated Learning Centers and Off Campus Offerings
Prerequisite: None

Offered at: OL

AL 306. E-Commerce. (3 Credits)
examines, from a marketing perspective, the impact, challenges, opportunities, and costs of using the internet and intranets as integral tools in business, including business-to-business and business-to-consumer operations. Topics covered in the course include: benefits and limitations of EC, e-tailing, B2B EC, EC support services, ethical and security issues, and emerging platforms. Prerequisites MKTG 131 or AL366. 3 credits.
Prerequisite: None
Offered at: OL

AL 307. Marketing Research. (3 Credits)
presents the methods and measurements appropriate for deriving meaning for problems concerned with decisional research. Cases demonstrate the concepts and techniques of decisional research constrained by time and economic considerations. 3 credits.
Prerequisites: MKTG 131 or AL366 and MATH 205 or AL169.

Offered at: OL

AL 308. Adv Marketing Management. (3 Credits)
studies the integrated management of all aspects and components of the marketing function. It also studies how the marketing function interrelates with the other major functions of a business. Topics covered include: the marketing mix and how adjustments of the mix can provide solutions to marketing problems, how leadership (marketing management) affects marketing practices, marketing planning, marketing resource allocation, marketing information systems, analyzing consumer and business markets, market segmentation and forecasting, marketing strategies, managing product lines and brands, pricing, channel selection and management, marketing communications. 3 credits.
Prerequisites: for traditional students completion of all MKTG courses, for adult students AL366 and two other marketing courses.

Offered at: OL

AL 309. International Marketing. (3 Credits)
studies marketing principles from an international perspective, and examines the problems, opportunities, considerations and public policies peculiar to marketing across national boundaries. Emphasis will be placed on the development of a marketing plan for an actual organization, including an analysis of a country or region where a firm might engage in international marketing. Pre-requisite: MKTG131 or AL366. 3 credits.
Prerequisite: None

Offered at: OL

AL 310. Constitutional Law. (3 Credits)
introduces students to the United States Constitution from its conception and ratification up to its present day status. Important court cases and constitutional amendments that have shaped American government and society over the years will be examined and emphasis given to how the Supreme Court has shaped American life. 3 credits.
Prerequisite: None

Offered at: OL

AL 312. Procedural Criminal Law. (3 Credits)
exposes the student to various procedural issues of criminal law. Procedural criminal law will explore two general areas of study. One area being the study of the criminal justice processing system itself and the other area the study of procedural contacts with citizens by government agents. 3 credits.
Prerequisite: None

Offered at: KEN, MID, MPW, OL

AL 314. Criminal Justice Liability Law. (3 Credits)
explains the various areas of liability law as it relates to the criminal justice function within the entire justice system. Issues of liability covered are related to use of force, civil rights violations, pursuit and arrest situations, failure to train and supervise, failure to respond, and vicarious responsibility. 3 credits.
Prerequisite: None

Offered at: KEN, MID, MPW, OL

AL 316. Administrative Law. (3 Credits)
provides the student with an understanding of the interaction of public administrative agencies with the more “established” sectors of government, specifically, the legislature and judiciary. This is acquired in part through analysis of the U.S. Constitution, enabling legislation, and the Administrative Procedure Act. The student develops an appreciation of the breadth of influence of these agencies, and the role of law in legitimizing and limiting the role of bureaucracies. 3 credits.
Prerequisite: None

Offered at: KEN, MID, MPW, OL

AL 318. Management of Law Enforcement. (3 Credits)
introduces the student to the study of administration and management techniques, with a public administration emphasis, as they are applied to law enforcement organizations. 3 credits.
Prerequisite: None

Offered at: KEN, OL

AL 320. Public Finance and Budgeting. (3 Credits)
exposes the student to principles of budgeting and finance of a public agency. The student will gain a general understanding of fiscal principles and how to adapt those principles to the operations of a public agency. 3 credits.
Prerequisite: None

Offered at: MPW, OL, WAU

AL 322. Criminology. (3 Credits)
is the study of crime causations. Criminology is studied from four interdisciplinary perspectives. The four criminal causations are sociological, psychological, physiological and “free will.” 3 credits.
Prerequisite: None

Offered at: GB, OL, WAU
AL 325. Finl Issues in Nonprofit Mgmt. (3 Credits)
highlights the differences in not-for-profit accounting standards including
contribution accounting, program designation of operating expenses,
sources of revenue, budgeting and governmental reporting requirements.
The course also introduces budgeting. 3 credits.
Prerequisites: AL365 Accounting or ACCT101 and AL250 Nonprofit
Management Principles.

AL 328. Corrections in America. (3 Credits)
examines the history of corrections and the various component parts of
American correctional organizations, the inmate culture that develops
within correctional institutions, and the challenges that face today's
correctional managers. 3 credits.
Prerequisite: None

Offered at: GB, KEN, OL

AL 329. Ethics in Criminal Justice. (3 Credits)
explains the nature of ethics and emphasizes the need for ethics to be
incorporated into all areas of criminal justice professions. 3 credits.
Prerequisite: None

Offered at: OL

AL 331. Mgmt Principles in Health Care. (3 Credits)
focuses on the fundamentals of healthcare management for the health
care administrator. Basic management functions of planning, organizing,
leading and controlling health care organizations are emphasized. In
this module management functions are practically applied to health
care organizations by means of an introductory overview of different
management principles and techniques. 3 credits.
Prerequisite: None

Offered at: OL

AL 334. Health Care Planning and Evalu. (3 Credits)
examines the principles, methods, and basic fundamentals in planning,
evaluating and measuring outcomes in the health care delivery system.
Students learn the process of planning for the delivery of health care
services to the surrounding communities while adapting to the changing
environment. Pre-requisites: AL169, AL365, AL331, AL338, AL340, AL341.
3 credits.
Prerequisite: None

Offered at: CUWAE, KEN, MID, OL

AL 335. Nonprofit Fundraising & Grant. (3 Credits)
offers students an introductory overview of fundraising strategies useful
in the nonprofit sector and an experience of developing a grant proposal
from case study materials. 3 credits.
Prerequisite: None

AL 338. Financial Issues in Health Car. (3 Credits)
studies finance, economics, budgeting, pricing, and managed care as
they relate to the health care industry. Students gain an understanding
of managed care, a basic knowledge of the budgeting process and the
economic risks unique to the health care sector and the contribution of
the health care industry to the Gross Domestic Product. The national
health care policy of the United States is compared and contrasted to
that of other developed nations. 3 credits.
Prerequisites: AL169, AL 365.

Offered at: CUWAE, GB, OL

AL 339. Legal & Ethical Iss Sprt & Rec. (3 Credits)
is a comprehensive examination of legal issues in sport, physical
education, and recreation. Specific focus will be on risk and risk
management and the impact on the formulation and modification of
policies controlling operations of sport, recreation and physical education
programs. 3 credits.
Prerequisite: AL212 Introduction to Sport Management.

AL 340. Health Care Ethics. (3 Credits)
explains systems of moral reasoning and their impact upon the legal and
ethical decision making process within health care organizations and
professionals. Themes to be explored include confidentiality, informed
consent, decision making capacity, treatment refusal, end of life decisions
and care, and legal issues related to initiating or withdrawing treatment.
Exposes students to the breadth of legal aspects of Health Care
Management in order to assist health care professionals in identifying
when a situation is likely to be subject to a law or regulation. 3 credits.
Prerequisite: None

Offered at: BEL, OL

AL 341. Health Care Marketing. (3 Credits)
studies marketing principles, concepts, and operations and provides
the student with the necessary marketing skills to promote health care
services or products. The course introduces the student to the complex
world of health care marketing and promotion and examines marketing
plans and focus groups. 3 credits.
Prerequisite: None

Offered at: GB, MPW, OL

AL 342. Eldercare. (3 Credits)
is an in-depth study of the challenges facing elders in American society,
the services available to them, and a critical evaluation of public policy.
Specifics include a life course perspective on aging that makes this
course applicable and meaningful for people to study, provides an
examination of the meaning of old age, explains how the body, mind, spirit
and soul are affected by the decline of age. Students are expected to
spend 16 to 18 hours per Session on academic work for this course. 3
credits.
Prerequisite: None

Offered at: AP, KEN, MID, OL

AL 344. Social Aspects of Sport. (3 Credits)
investigates sport as a microcosm of society and explores how the
sports we play are influenced by cultural traditions, social values, and
economic forces. The focus of this course will be on the examination
of sport as a social institution and its integration within the greater
societal structure. Students will examine social theories and compare
and contrast the existence and application of them in sport and society. 3
credits.
Prerequisite: AL212 Introduction to Sport Management.

AL 345. Business Law I. (3 Credits)
familiarizes the student with the court system, the sources of laws,
contracts, the forms of business organization and the basic legal
principles which underlie and control all business transactions. The
student will learn to apply these legal theories to practical business
situations. 3 credits.
Prerequisite: None

Offered at: OL
AL 346. Principles of Finance. (3 Credits)
provides an introduction to the basic functions of financial management, including planning, control, investment returns and risk management, and optimal capital structure. This course will also survey financial institutions, operations of markets and the process of financial decisionmaking. 3 credits.
_Prequisite: AL 365 Accounting._

Offered at: AP, CUWAE, GB, KEN, MPW, OL

AL 347. Macroeconomics. (3 Credits)
provides a foundation in the principles of macroeconomics as applied to the overall economy, both domestic and global. It covers fiscal policy, monetary policy, classical and Keynesian economic models, national income accounting, and the relationship between inflation and unemployment. It also reviews supply and demand relationships among goods, services, and labor. 3 credits.
_Prequisite: None

Offered at: BEL, CUWAE, OL, WAU

AL 348. Microeconomics. (3 Credits)
provides a unifying theme of microeconomics, showing how microeconomics is the synthesis of theories, decision sciences, and the various fields of business administration studies. The special emphasis is placed on the interaction between the firm's business strategy and the market structure as the firm attempts to reach optimal performance in the face of economic constraints. 3 credits.
_Prequisite: None

Offered at: OL

AL 349. Legal Issues in Nonprofit Mgmt. (3 Credits)
examines the legal and ethical issues faced in nonprofit governance, leadership and management including tax exempt status, risk management, fiduciary and board responsibilities. 3 credits.
_Prequisite: AL 250 Nonprofit Management Principles._

AL 355. Management Information Systems. (3 Credits)
presents an overview of the management information system. Students gain experience in preparing and presenting information useful in the management function. Students develop a project plan for project management in EXCEL. Pre-requisite: Completion of an Introduction to Office or EXCEL course or the equivalent skill level. 3 credits.
_Prequisite: None

Offered at: GB, OL

AL 356. Critical Thinking and Creativi. (3 Credits)
Applies logical reasoning and critical thinking to reading and writing processes. The course includes divergent thinking and ways of developing creative ability and considers both “left brain” and “right brain” processes. Doing is as important as understanding. Therefore, exercises and practical applications involving analysis of arguments and supporting ideas, as well as opening to creativity are included. Students complete the activities by weighing, judging, and evaluating qualitatively. 3 credits.
_Prequisite: None

Offered at: AP, BEL, CUWAE, GB, KEN, MID, MPW, OL, WAU

AL 357. Juvenile Justice Theory. (3 Credits)
analyzes all aspects of the juvenile justice system, including the law, the police, the courts and different types of interventions used. The course will also examine subthemes within juvenile justice, including female delinquency and gang delinquency. 3 credits.
_Prequisite: None

Offered at: GB, KEN, OL

AL 359. Human Resource Management. (3 Credits)
examines the principles, methods, and procedures in human resource management, including: staffing, compensation and benefits, employee and labor/management relations, planning, employee development, health, safety and security, and equal opportunity issues. This is a survey course, which may serve as the foundation for further study in the Human Resource Management, major, minor or certificate programs. There are no pre-requisites. 3 credits.
_Prequisite: None

Offered at: CUWAE, GB, KEN, MAD, MID, OL, WAU

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

Offered at: BEL, CUWAE, GB, KEN, MID, MPW, OL

AL 366. Marketing Management. (3 Credits)
focuses on the role of Marketing within an organization from the manager's perspective. Students gain an understanding of buyer behavior, evaluation of the marketplace, marketing research, and new product development Students complete a marketing plan on an actual organization. 3 credits.
_Prequisite: None

Offered at: AP, CUWAE, KEN, OL, WAU

AL 367. International Business. (3 Credits)
focuses on international trade theory, marketing, the interaction of foreign businesses, politics, and intercultural communication and business protocol. Students appreciate the importance of understanding cultural differences in working with others with different cultural backgrounds. 3 credits.
_Prequisite: None

Offered at: CUWAE, MID, MPW, OL

AL 368. Philosophy of Values and Ethic. (3 Credits)
provides the student the opportunity to explore philosophical approaches to ethics in the business organizational context. Personal and corporate ethical dilemmas are examined in reading, classroom, and online discussion, and reflective papers from the perspective of a variety of stakeholders. Students examine their own approach to ethical decisions and recognize the impact of Christian principles in their own behavior and attitudes. 3 credits.
_Prequisite: None

Offered at: AP, BEL, CUWAE, GB, MAD, MID, MPW, OL, WAU
AL 369. Sport Economics & Finance. (3 Credits)
is an application of microeconomic principles and practices to the industry of professional and college sports. The focus of this course will be on the economic concepts of revenue generation, cost analysis, profit maximization, labor issues, demographic studies, and financing mechanisms. Students will begin to see the presence and prevalence of economic issues in the area of college and professional sports. 3 credits.
Prerequisite: AL 212 Introduction to Sport Management.

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

Offered at: AP, CUWAE, GB, KEN, MAD, OL, WAU

AL 374. Marketing of Sports. (3 Credits)
provides an overview of the various techniques and strategies utilized in meeting the demands of consumers in the sports industry as well as understanding how sport and recreation can be used as an effective delivery platform in the marketing of other goods and services. This course will explore various central topics like the marketing of sport and recreation, sports as a medium, market research and segmentation, the marketing mix, and sponsorship procurement. 3 credits.
Prerequisite: AL 212 Introduction to Sport Management.

AL 378. Africa: History and Culture. (3 Credits)
uses methods of geography, history, anthropology, and ethnography to examine political, cultural, and physical evidence to study Africa. 3 credits.
Prerequisite: None

Offered at: MAD, MID

AL 379. Classical Greece and Rome. (3 Credits)
is an interdisciplinary study of the civilization of the Ancient Greeks and Romans - their culture, philosophy, and arts - and the continuing heritage of classical thought. 3 credits.
Prerequisite: None

Offered at: OL

AL 381. The World of Islam. (3 Credits)
examines Islamic culture in the medieval and modern world. Topics include Muhammad and the Qur’an, Sunnism, Shi-ism, and Sufism, literature and art, and modern Islam. The impact of Islamic contributions to Western civilization in the areas of empirics and symbols will be considered including pharmacology, astronomy, optics, and algebra. 3 credits.

Prerequisite: None

AL 382. The Orient: History and Culture. (3 Credits)
examines the people of Pacific Asia on a topical basis comprising geographical and historical background, literature, music and fine arts, ideology, culture, social life, political systems, and religion. An emphasis will be placed on the contrast between Eastern and Western thought, comparing Japan, China, and India with the United States. No duplication with AL 425. 3 credits.
Prerequisite: None

AL 384. Medieval History & Literature. (3 Credits)
reviews the Middle Ages as an important transitional period in the development of Western culture. The era encompasses, roughly, the thousand years from 500-1500 A.D.; from the fall of Rome to the discovery of the Western Hemisphere and the Protestant Reformation. Comprehension of the achievements of the medieval age will help to develop a greater understanding of modern Western culture. 3 credits.
Prerequisite: None

AL 386. Renaissance and Reformation. (3 Credits)
focuses on 16th and 17th Century Europe, an age of adventure and ambition as the focus shifted from the Mediterranean to the Atlantic with the opening of the new world. It is an age of Protestant and Catholic Reforms, revolutions in science, and flowering in the arts of Bach, Handel, Shakespeare, Milton, and the Golden Age of Spain. 3 credits.
Prerequisite: None

AL 387. The Age of Enlightenment. (3 Credits)
examines the greater eighteenth century in the Atlantic world. The course focuses on the importance of the scientific revolution and its effect on the age of reason and the Enlightenment. It also explores capitalism and slavery, neo-classical art and music, and the American and French Revolutions which ended the era. 3 credits.
Prerequisite: None

Offered at: MPW

AL 389. The Romantic Age. (3 Credits)
became the dominant idea in Western culture for most of the Nineteenth Century. Few eras have brought more radical shifts in humanity’s outlook or had a more profound influence on the arts, literature, and society. This course studies the Golden Age of Romanticism in England and America through its aesthetic, world view, social effects, and leading spokespersons. 3 credits.
Prerequisite: None

Offered at: MPW

AL 390. Globalization. (3 Credits)
This course will examine the rise of the modern globalist world by delving into various aspects of globalization. Among the topics to be treated include: the economic and political aspects of globalization, the implications of globalization for health and medicine, the implications of globalization on the world’s food supply as well as on international crime and terrorism. 3 credits.
Prerequisite: None

Offered at: MPW

AL 391. Contemporary Studies. (3 Credits)
examines the cultural condition within the Western tradition through the present day. It approaches the contemporary scene as a discourse by examining samples of critical and scientific theory, as well as samples of visual art and literature. It attempts to trace the mutual influence each has felt from and exerted upon the other. 3 credits.
Prerequisite: None
AL 393. ALGEBRA FOUNDATIONS. (3 Credits)

AL 395. Life of Christ. (3 Credits)

studies the religious and social conditions of the world into which Christ came, His life and teachings as found in the four Gospels, and an overview of the opinions expressed in the apocryphal Gospels, the ancient Church, and modern historical criticism. 3 credits.

Prerequisite: Bible content (AL 159 [or REL 201 & 203]); Christian doctrine (AL 210 [or REL 204]).

Offered at: MID, OL, WAU

AL 396. Internship. (3 Credits)

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

Prerequisite: Completion of all courses in the major.

Offered at: OL

AL 397. Applied Org Ldrship & Culture. (3 Credits)

AL 398. MATHEMATICS. (3 Credits)

AL 399. COLLEGE ALGEBRA. (3 Credits)

AL 400. Independent Study. (1-3 Credits)

AL 402. Research Methods. (3 Credits)

AL 403. THEOLOGY. (3 Credits)

AL 404. BELIEFS/BELIEVERS. (3 Credits)

AL 424. Abnormal Psychology. (3 Credits)

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

Prerequisite: None

Offered at: OL

AL 444. Health Care Practicum. (6 Credits)

which engages students in a practical on-the-job learning experience in a health care setting. The course requires that students complete a journal of their learning, a reflective plan for personal and professional development, and a research paper on a topic related to the work they have done at the site of the practicum. Minimum of 60 hours over at least 6 weeks required in the health care setting. Students wishing to sit for the State of Wisconsin Nursing Home Administrator exam must do this practicum in a nursing home setting and the research paper must be on a related topic. 6 credits, 12 weeks.

Prerequisite: completion of all other courses in the major.

Offered at: AP, CUWAE, KEN, MAD, OL

AL 472. Managing Change. (3 Credits)

engages students in the analysis of an organization's needs and the development of a plan to influence major organizational change from the human resources perspective or the managerial perspective. 3 credits.

Prerequisites: MGMT 336 Human Resource Management and MGMT 130 Principles of Management.

Offered at: KEN, OL, WAU

AL 473. Integrat Proj: Human Res Mgmt. (3 Credits)

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

Prerequisite: None

Offered at: CUWAE, GB, KEN, OL, WAU

AL 474. Integrative Project. (3 Credits)

is the capstone course in the Business Management major. Students demonstrate the acquisition of the program-level student learning outcomes through the creation of a business plan which includes financials, human resources, marketing and operations components. 3 credits.


Offered at: AP, BEL, CUWAE, GB, KEN, OL, WAU