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*Available at Urbana Branch Campus only
^Available online through Franklin University or onsite at the Urbana Branch Campus
Accounting Major

Program Chair, Timothy Hurley, JD
Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

Program available onsite and online through Franklin University and B.S. is available onsite at Urbana University.

The accounting profession provides essential qualitative and quantitative information to decision-makers, managers, investors, creditors, government regulators and other key players in the global economy. Accountants develop budgets, analyze and record financial transactions, summarize financial data in statements and reports, and develop systems to verify and control financial transactions.

The Accounting major has a curriculum designed around financial reporting and analysis, managerial accounting and cost management, tax accounting, auditing and accounting ethics, and financial management.

Graduates of the Accounting program will have the educational background needed to pursue professional certification (e.g., Certified Public Accountant, Certified Management Accountant, or Certified Internal Auditor). These designations are achieved through additional study beyond that required for the Bachelor of Science degree, and successful passage of rigorous examinations. Qualified students are encouraged to pursue opportunities for training and work experience through internships at certified public accounting firms, and in private industry and government.

Franklin University’s Accounting faculty members are active in the accounting profession. Most work or have worked in public accounting, industry or government. The faculty believes that a thorough exposure to the diversity of the accounting field is essential for an understanding of the discipline’s principles and theory. Many accountants avail themselves of professional development and growth opportunities, and students may do the same through the following organizations and associations:

- American Institute of CPAs (AICPA)
- The Ohio Society of CPAs (OSCPA)
- American Accounting Association (AAA)
- Financial Executives International (FEI)
- Association of Certified Fraud Examiners (ACFE)
- The Institute of Internal Auditors (IIA)
- Information Systems Audit and Control Association (ISACA)
- National Association of Black Accountants, Inc. (NABA)
- National Association of Tax Professionals, Ohio Chapter (NATP)
- Institute of Management Accountants (IMA)
- Association of Government Accountants (AGA)

For more information on the Accounting program, including career opportunities, program assessment and faculty, visit http://www.franklin.edu/accounting-bachelors-degree-program.
Graduates of the A.S. Accounting program will be able to:
1. Demonstrate technical accounting skills in intermediate-level accounting topics/concepts.
2. Demonstrate the ability to research and analyze specific intermediate-level accounting issues.
3. Demonstrate the ability to research and analyze specific federal income tax issues regarding individuals.
4. Demonstrate oral and written communication skills.

Graduates of the B.S. Accounting program will be able to:
1. Define, explain and properly use the terms, concepts and principles in the functional areas of management, marketing, accounting, finance, and economics.
2. Define and discuss the legal and ethical obligations for working within the social environment and businesses.
4. Demonstrate proficiency in the use of business tools.
5. Research and analyze existing information resources.
6. Integrate business theories and concepts to determine the optimal strategic direction for an organization.

OUTCOME MAP - ASSOCIATE OF SCIENCE

A learning outcome map functions as a roadmap to help guide students’ progress through their program of study. It shows where each outcome is Introduced (I), Reinforced (R), and Assessed (A) within the program’s curriculum.

<table>
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<th>PROGRAM LEARNING OUTCOMES</th>
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### OUTCOME MAP - BACHELORS OF SCIENCE

A learning outcome map functions as a roadmap to help guide students' progress through their program of study. It shows where each outcome is Introduced (I), Reinforced (R), and Assessed (A) within the program's curriculum.

**PROGRAM LEARNING OUTCOMES**

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### ASSOCIATE OF SCIENCE (A.S.) ACCOUNTING (64 SEMESTER HOURS)

**FUNDAMENTAL GENERAL EDUCATION CORE (24 HOURS)**

Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required)

Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra) *Choose MATH 215 Statistical Concepts.

Minimum of six semester hours of Sciences (two science courses, with one having a laboratory component)

Choose from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines) Choose ECON 220 Introduction to Macroeconomics and also choose one from the Anthropology, Psychology, and Sociology disciplines, or American Government (POSC 204).

Minimum of six semester hours of Arts and Humanities

Choose HUMN 210 Introduction to Logic and Critical Thinking Skills and also choose one or more from the Humanities discipline.
*Choose either MATH 140 Introduction to Quantitative Reasoning or MATH 150 Fundamental Algebra as the prerequisite. Both can count as a general education or University elective.

**ADDITIONAL GENERAL EDUCATION REQUIREMENTS (12 HOURS)**
PF 106 - Introduction to Spreadsheets (1)
PF 108 - Introduction to Databases (1)
PF 321 - Learning Strategies (2)
SPCH 100 - Speech Communication (4)
   OR COMM 150 - Interpersonal Communication (4)
General Education Electives (4)

**BUSINESS CORE (8 HOURS)**
ACCT 215 - Financial Accounting (4)
ACCT 225 - Managerial Accounting (4)

**MAJOR AREA (16 HOURS)**
Required (12 hours)
ACCT 310 - Intermediate Accounting I (4)
ACCT 320 - Intermediate Accounting II (4)
ACCT 390 - Federal Income Tax I (4)

Major Area Elective (4 hours)*
*Select 4 hours from the following:
ACCT 330 - Cost Management (4)
ACCT 341 - Fraud Examination (4)
ACCT 360 - Government Not-for-Profit Accounting (4)
ACCT 420 - Federal Income Tax II (4)
ACCT 425 - Accounting Information Systems (4)
ACCT 470 - Auditing (4)
ENTR 395 - Foundations of Entrepreneurship (4)

**UNIVERSITY ELECTIVES (4 HOURS)**
Any undergraduate courses offered by the University except developmental education courses.

---

**BACHELOR OF SCIENCE (B.S.) ACCOUNTING (124 SEMESTER HOURS)**

**FUNDAMENTAL GENERAL EDUCATION CORE (24 HOURS)**
Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required)
Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra)  *Choose MATH 215 Statistical Concepts.

Minimum of six semester hours of Sciences (two science courses, with one having a laboratory component)
Choose from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines) Choose ECON 220 Introduction to Macroeconomics or ECO 201 Introduction to Macroeconomics
and also choose one from the Anthropology, Psychology, and Sociology disciplines, or American Government (POSC 204).

Minimum of six semester hours of Arts and Humanities
Choose HUMN 210 Introduction to Logic and Critical Thinking Skills or PHI 300 Logic & Rhetoric and also choose one or more from the Humanities discipline.

*Choose either MATH 140 Introduction to Quantitative Reasoning or MATH 150 Fundamental Algebra as the prerequisite. Both can count as a general education or University elective.

**ADDITIONAL GENERAL EDUCATION REQUIREMENTS (12 HOURS)**
PF 106 - Introduction to Spreadsheets (1)*
PF 108 - Introduction to Databases (1)*
PF 321 - Learning Strategies (2) or UNI 199 University Seminar
SPCH 100 - Speech Communication (4)
   OR COMM 150 - Interpersonal Communication (4)
General Education Electives (4)
*Urbana University students take PF 116 Computer Applications and PF 118 Database Applications

**BUSINESS CORE (21-28 HOURS)**
ACCT 215 - Financial Accounting (4) or ACT 221 Principles of Accounting I (3)
ACCT 225 - Managerial Accounting (4) or ACT 222 Principles of Accounting II (3)
BSAD 220 - Business Law (4) or BUS 251 Essentials of Business Law (3)
ECON 210 - Introduction to Microeconomics (4) or ECO 202 Principles of Economics (3)
FINA 301 - Principles of Finance (4) or FINA 308 Fundamentals or Finance (3)
MGMT 312 - Principles of Management (4) or MGT 207 Principles of Business & Management (3)
MKTG 300 - Marketing (4) or MKT 206 Principles of Marketing (3)

**UNIVERSITY ELECTIVES (24 HOURS)**
Any courses offered by the University except developmental education courses.

*A maximum of 6 credit hours of specific MBA courses can be substituted. Contact your Academic Advisor for information concerning the Joint BS/MBA Programs of Study and graduate admission requirements.

Urbana University students must take BUS 100 Introduction to Business Principles or BSAD 110 Business Principles.

**MAJOR AREA (36 HOURS)**
**Required (32 hours)**
ACCT 310 - Intermediate Accounting I (4) or ACT 315 Intermediate Accounting I (3)
ACCT 320 - Intermediate Accounting II (4)
ACCT 330 - Cost Management (4) or ACT 325 Costing Accounting (3)
ACCT 390 - Federal Income Tax I (4) or ACT 224 Income Taxation of Individuals (3)
ACCT 420 - Federal Income Tax II (4)
ACCT 425 - Accounting Information Systems (4)
ACCT 470 - Auditing (4)
ACCT 495 - Accounting Research & Analysis (4)
Major Area Elective (4 hours)*
*Select 4 hours from the following:

ACCT 341 - Fraud Examination (4)
ACCT 342 - Interviewing Techniques for Fraud Investigations (4)
ACCT 343 - Legal Elements of Fraud (4)
ACCT 344 - Corporate Governance & Internal Control Assessment (4)
ACCT 360 - Government & Not-for-Profit Accounting (4)
ACCT 401 - Accounting Ethics & Professional Responsibilities (4)
ACCT 410 - Accounting Internship (1-4)
ACCT 480 - Special Topics in Accounting (1-4)
ACCT 499 - Independent Studies in Accounting (1-4)
ENTR 395 - Foundations of Entrepreneurship (4)
FINA 403 - Advanced Financial Management (4)
FPLN 300 - Principles of Financial Planning (4)
FPLN 430 - Tax Planning (4)

Alternate Courses may be available onsite at Urbana University only.

ACADEMIC MINORS
Degree-seeking students can pursue one of our Academic Minors. See the section titled “Academic Minors.”

POST BACCALAUREATE STUDIES IN ACCOUNTING (28 SEMESTER HOURS)

This coursework is designed for students who plan to take the Certified Public Account (CPA) examination.

ADMISSION AND PREREQUISITES
1. An applicant must hold a bachelor’s degree from a regionally accredited college or university.
2. At least twenty (20) credit hours must be completed in residence at Franklin University.
3. Students must satisfy all the regular prerequisites for each course.
4. Students should consult with their specific state board of accountancy for CPA exam requirements.

REQUIRED COURSEWORK (28 HOURS)

ACCT 310 - Intermediate Accounting I (4)
ACCT 320 - Intermediate Accounting II (4)
ACCT 330 - Cost Management (4)
ACCT 390 - Federal Income Tax I (4)
ACCT 420 - Federal Income Tax II (4)
ACCT 425 - Accounting Information Systems (4)
ACCT 470 - Auditing (4)

ADDITIONAL SUPPLEMENTAL COURSEWORK

ACCT 341 - Fraud Examination (4)
ACCT 342 - Interviewing Techniques for Fraud Investigations (4)
ACCT 343 - Legal Elements of Fraud (4)
ACCT 344 - Corporate Governance & Internal Control Assessment (4)

OPTIONAL SUPPLEMENTAL COURSEWORK

Students are encouraged to complete the following two courses; subject matter from both courses appear on the CPA examination:

ACCT 360 - Government & Not-for-Profit Accounting (4)
ACCT 401 - Accounting Ethics & Prof Responsibilities (4)
Program Chair, Mary Bynum, DHA
Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

Program available online through Franklin University.

Allied Healthcare Management engages key aspects of healthcare planning, healthcare systems, healthcare operations management, healthcare financial management, and compliance and risk management.

Allied Healthcare Management is a degree completion program intended for those who are credentialed (certified, licensed or registered) in a healthcare field, or those with an Associate’s degree in healthcare or related disciplines. The major integrates a student’s existing experience in healthcare with general education, basic management skills, and healthcare management skills and knowledge. The curriculum incorporates current industry insights and the latest trends in healthcare management, including changes in healthcare delivery systems, the future of healthcare financing, the impact of healthcare reform, and legislative policy proposals for healthcare. The program is designed to prepare students for new and expanding managerial roles in a variety of healthcare settings, such as: acute care hospitals; long-term care facilities; ambulatory centers; physician practices; insurance, medical device and pharmaceutical companies; as well as consulting opportunities.

Students will be required to participate in field experience during some courses which may entail conducting interviews or visiting hospitals, medical offices and/or other healthcare organizations.

Graduates of the Allied Healthcare Management program will be able to:

1. Integrate appropriate theories, principles, and practices to manage a healthcare organization
2. Recommend patient-centered strategies to improve the health of a defined community
3. Design strategies to achieve a patient-focused perspective within a healthcare organization
4. Appraise leadership attributes required for maximum effectiveness in healthcare settings
5. Distinguish the unique human resource and technical skills essential for a healthcare management professional
6. Analyze emerging and ongoing legal, ethical, and regulatory trends specific to healthcare organizations
7. Evaluate organizational healthcare management and financial data to attain the best possible benefits for patients
8. Evaluate safety measures in accordance with healthcare legislation and reform to ensure the best possible patient outcomes.

For more information on the Allied Healthcare Management program, including career opportunities, program assessment and faculty, visit http://www.franklin.edu/allied-healthcare-management-bachelors-degree-program.

ADMISSION CRITERA

Credentialed (certified, licensed, registered or degreed) healthcare practitioners, managers or administrators are eligible for this major. Students who do not have an associate's degree in healthcare may be eligible candidates for the Allied Healthcare Management major upon completion of 24 semester hours from transfer credit in an approved related discipline. The 24 semester hours of instruction must be approved by the Allied Healthcare Management Program Chair.
Students entering the major with an Associate of Applied Science (A.A.S.) or technical training and other college credit must satisfy the General Education requirements below for a total of 50 hours in General Education.

**FUNDAMENTAL GENERAL EDUCATION CORE (24 HOURS)**
Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required)
Choose ENG 120 College Writing.
Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra) *Choose MATH 215 Statistical Concepts.
Minimum of six semester hours of Sciences (two science courses, with one having a laboratory component)
Choose from the Science discipline.
Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines) Choose either ECON 210 Introduction to Microeconomics or ECON 220 Introduction to Macroeconomics and also choose one from the Anthropology, Psychology, and Sociology disciplines, or American Government (POSC 204).
Minimum of six semester hours of Arts and Humanities
Choose from the Humanities discipline.

*Choose either MATH 140 Introduction to Quantitative Reasoning or MATH 150 Fundamental Algebra as the prerequisite. Both can count as a general education or University elective.

**OUTCOME MAP - ALLIED HEALTHCARE MANAGEMENT**
A learning outcome map functions as a roadmap to help guide students’ progress through their program of study. It shows where each outcome is Introduced (I), Reinforced (R), and Assessed (A) within the program’s curriculum.

**PROGRAM LEARNING OUTCOMES**

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**BACHELOR OF SCIENCE (B.S.) ALLIED HEALTHCARE MANAGEMENT (120 SEMESTER HOURS)**

Students entering the major with an Associate of Applied Science (A.A.S.) or technical training and other college credit must satisfy the General Education requirements below for a total of 50 hours in General Education.
ADDITIONAL GENERAL EDUCATION REQUIREMENTS (12 HOURS)
PF 106 - Introduction to Spreadsheets (1)
PF 108 - Introduction to Databases (1)
PF 321 - Learning Strategies (2)
SPCH 100 - Speech Communication (4)
  OR COMM 150 - Interpersonal Communication (4)
ENG 320 - Business & Professional Writing (4)

PROFESSIONAL CORE (16 HOURS)
ACCT 215 - Financial Accounting (4)
BSAD 320 - Quantitative & Qualitative Methods for Decision-Making (4)
MGMT 312 - Principles of Management (4)
MGMT 325 - Organizational Behavior (4)

UNIVERSITY ELECTIVES (24 HOURS)
Any undergraduate courses offered by the University except developmental education courses.

TECHNICAL CREDIT (24 HOURS)
24 credit hours in a healthcare or approved related discipline from transfer credit.

MAJOR AREA (20 HOURS)
HCM 300 - Healthcare Management (4)
HCM 320 - Healthcare Financial Management I (4)
HCM 442 - Legal Aspects of Healthcare Management (4)
  OR HCM 742* - Healthcare Law & Ethics (4)
HCM 472 - Contemporary Issues in Healthcare Management (4)
  OR HCM 735* - Healthcare Delivery Systems (4)
HCM 495 - Healthcare Management Capstone (4)

*Current Franklin students are eligible to take up to 8 credit hours of graduate coursework towards fulfillment of both their undergraduate degree, and future graduate degree. Please speak with your Academic Advisor if you are interested in this opportunity.

ACADEMIC MINORS
Degree-seeking students can pursue one of our Academic Minors. See the section titled “Academic Minors
Program Chair, Beverly Smith, Ph.D.
Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

Program available online through Franklin University.

Applied management includes the areas of accounting and finance, supervision and management, operations management, project management, business ethics, and strategic planning.

The Applied Management major is designed for students with an Associate's degree, or a vocational/technical background, who seek the essential skills needed to excel in managerial and supervisory roles. The program focuses on both foundational and advanced competencies required for middle and upper management positions. Graduates will emerge with an innovative and entrepreneurial spirit, technological and global literacy, and key communication and problem-solving skills.

Graduates of the Applied Management program will be able to:

1. Analyze the essential functions necessary to manage a successful organization
2. Recommend process design solutions and operations strategies to address common classes of business problems
3. Create a project plan based on the theories of project management
4. Apply supervisory principles to simple and complex processes to accomplish organizational and departmental goals
5. Design a performance plan or project design based on the application of management theory and principles

For more information on the Applied Management program, including career opportunities, program assessment and faculty, visit http://www.franklin.edu/applied-management-bachelors-degree-curriculum.
Franklin + Urbana University Catalog | 2018 - 2019

Franklin University’s Applied Management program enables students to apply 24 hours of previously earned technical or discipline-specific credit (certification, licensure, or on-the-job training) toward the completion of a Bachelor of Science degree. These 24 hours must consist of an identifiable core of work demonstrating mastery of a discipline, topic or area. The major is designed to build professional and managerial competencies around the student’s demonstrated technical skills and abilities.

Students entering the major with an Associate of Applied Science (A.A.S.) or technical training and other college credit must satisfy General Education requirements listed below for a total of 50 hours in General Education.

FUNDAMENTAL GENERAL EDUCATION CORE (24 HOURS)
Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required)
Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra) *Choose from MATH 160 College Algebra, MATH 210 Finite Mathematics,
or MATH 215 Statistical Concepts.

Minimum of six semester hours of Sciences (two science courses, with one having a laboratory component) Choose from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines) Choose ECON 220 Introduction to Macroeconomics and also choose one from the Anthropology, Psychology, and Sociology disciplines, or American Government (POSC 204).

Minimum of six semester hours of Arts and Humanities Choose from the Humanities discipline.

*Choose MATH 150 Fundamental Algebra as the prerequisite. Can count as a general education or University elective.

**ADDITIONAL GENERAL EDUCATION REQUIREMENTS (12 HOURS)**
- PF 106 - Introduction to Spreadsheets (1)
- PF 108 - Introduction to Databases (1)
- PF 321 - Learning Strategies (2)
- SPCH 100 - Speech Communication (4)
  OR COMM 150 - Interpersonal Communication (4)
- ENG 320 - Business & Professional Writing (4)

**BUSINESS CORE (28 HOURS)**
- ACCT 215 - Financial Accounting (4)
- ACCT 225 - Managerial Accounting (4)
- BSAD 220 - Business Law (4)
- ECON 210 - Introduction to Microeconomics (4)
- FINA 301 - Principles of Finance (4)
- MGMT 312 - Principles of Management (4)
- MKTG 300 - Marketing (4)

**UNIVERSITY ELECTIVES (16 HOURS)**
Any undergraduate courses offered by the University except developmental education courses.

**TECHNICAL CREDIT (24 HOURS)**
24 credit hours in a related technical discipline from transfer credit.

**MAJOR AREA (20 HOURS)**
- AMGT 440 - Project & Team Management (4)
- AMGT 450 - Organizational Supervision (4)
- AMGT 497 - Applied Management Capstone (4)
- ENTR 395 - Foundations of Entrepreneurship (4)
- OSCM 390 - Operations Management (4)

**ACADEMIC MINORS**
Degree-seeking students can pursue one of our Academic Minors. See the section titled “Academic Minors.”
Program Chair, Kelly Renner, Ph.D.
Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

Program available online through Franklin University.

Psychology is a field of study with broad professional and personal applications. Franklin University’s Applied Psychology major focuses on the development of individuals, by capitalizing on strengths, supporting necessary adjustments, and designing and implementing interventions to help others reach their personal and professional goals.

The Applied Psychology major prepares students for professions requiring strong communication, interpersonal, and critical thinking skills. The major is firmly established in practical, evidence-based people-helping applications. Applied Psychology students at Franklin University have the opportunity to utilize transfer credits from a variety of subject areas, and to customize their program of study according to their career interests and objectives.

The Applied Psychology major emphasizes approaches and methods derived from the emerging disciplines of positive psychology and executive coaching. Positive psychology emphasizes the study and development of human strengths, which is a departure from the traditional focus on pathology and treatment. Executive coaching is a newly established approach to developing individual capacities and performance, usually within an organizational setting.

The Applied Psychology major gives students the advantage of acquiring social and behavioral science knowledge to actualize more of their own potential, make the most of organizational opportunities, employ assessment instruments and procedures for intervention planning, and apply counseling and coaching methods to strengthen the adjustment and performance of individuals and organizations.

Graduates of the Applied Psychology program will be able to:

1. Apply principals of effective communication to enable individuals and groups to pursue equitable interaction and opportunities
2. Formulate a goals-based action plan for enhancing personal and/or professional adjustment and effectiveness
3. Research career opportunities and position requirements within the field of applied psychology
4. Employ executive coaching principles or community human service interventions to enhance the performance of individuals and groups
5. Apply relevant psychology-based approaches to solve problems and capitalize on individual and/or organizational development opportunities
6. Incorporate research methods and interventions into an organization or community based project

For more information on the Applied Psychology program, including career opportunities, program assessment and faculty, http://www.franklin.edu/applied-psychology-bachelors-degree-program.
OUTCOME MAP - APPLIED PSYCHOLOGY MAJOR

A learning outcome map functions as a roadmap to help guide students' progress through their program of study. It shows where each outcome is Introduced (I), Reinforced (R), and Assessed (A) within the program's curriculum.

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BACHELOR OF SCIENCE (B.S.) APPLIED PSYCHOLOGY
(120 SEMESTER HOURS)

FUNDAMENTAL GENERAL EDUCATION CORE (24 HOURS)

Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required)
Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra) *Choose from MATH 160 College Algebra, MATH 210 Finite Mathematics, or MATH 215 Statistical Concepts (recommended).

Minimum of six semester hours of Sciences (two science courses, with one having a laboratory component)
Choose from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines)
Choose PSYC 110 General Psychology and also choose one from the Anthropology, Economics, and Sociology disciplines, or American Government (POSC 204).

Minimum of six semester hours of Arts and Humanities
Choose from the Humanities discipline.

*Choose MATH 150 Fundamental Algebra as the prerequisite. Can count as a general education or University elective.
ADDITIONAL GENERAL EDUCATION REQUIREMENTS (12 HOURS)
COMM 315 - Communication Ethics (4)
PF 321 - Learning Strategies (2)
SPCH 100 - Speech Communication (4)
  OR COMM 150 - Interpersonal Communication (4)
General Education Electives (2)

PROFESSIONAL CORE (28 HOURS)

Required (4 hours)
ENG 220 - Research Writing: Exploring Professional Identities (4)
  OR ENG 320 - Business & Professional Writing (4)

Select from the following subject areas (24 hours):

Other courses may be accepted upon review by the Program Chair.

UNIVERSITY ELECTIVES (28 HOURS)*
Any courses offered by the University except developmental education courses.

*A maximum of 6 credit hours of specific Master of Science Business Psychology courses can be substituted. Contact your Academic Advisor for information concerning the Joint B.S./M.S. Business Psychology Programs of Study and graduate admission requirements.

MAJOR AREA (28 HOURS)

Required (28 hours)
COMM 335 - Communication in Groups & Teams (4)
  OR SOCL 210 - Public Sociology (4)
PSYC 310 - The Psychology of Personal Development (4)
PSYC 315 - Applied Psychology: Theory to Practice (4)
PSYC 325 - Coaching in Organizations (4)
  OR SOCL 355 - Community Mental Health (4)
PSYC 420 - Assessment & Intervention in Organizations (4)
SOCL 335 - Applied Research Methods (4)
PSYC 495 - Psychology Capstone (4)
  OR SOSC 495 Applied Psychology & Social Sciences Capstone (4)

ACADEMIC MINORS
Degree-seeking students can pursue one of our Academic Minors. See the section titled “Academic Minors.”
Program Chair, Doug Ross, Ph.D.
Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

Program available onsite and online through Franklin University and onsite at Urbana University.

Business Administration is a diverse field encompassing business strategy, management and operations, marketing, accounting, finance and economics, business ethics and corporate responsibility. Today’s dynamic business environment requires professionals with the most current and relevant skillsets.

The major in Business Administration provides students with a foundational curriculum including quantitative and qualitative methods for decision-making, management skills, business and professional writing, and critical communication and technology skills. Students will benefit from a focus on the following concepts that are integrated throughout the program:

- Ethics in action
- Current management issues
- Global business perspectives
- Conflict and change management
- Personal and professional management development

The flexible Business Administration major allows students to pursue specific career interests through focused coursework in accounting, finance, human resources, management, marketing, operations and supply chain management, and other fields.

Graduates of the A.S. Business Administration program will be able to:
1. Describe the functions, roles, and skills of a manager.
2. Evaluate the planning, organizing, leading, and controlling functions of a business using stated criteria.
3. Write and present error-free arguments for an internal business audience.

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<tr>
<th>OUTCOME MAP - ASSOCIATE OF SCIENCE</th>
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A learning outcome map functions as a roadmap to help guide students’ progress through their program of study. It shows where each outcome is Introduced (I), Reinforced (R), and Assessed (A) within the program’s curriculum.

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Graduates of the B.S. Business Administration program will be able to:

1. Define, explain, and properly use the terms, concepts, and principles in the functional areas of management, marketing, accounting, finance, and economics
2. Define and discuss the legal and ethical obligations for working within the social environment of businesses
3. Differentiate and evaluate business concepts and theories to solve complex problems in domestic and international environments using a multi-functional approach
4. Demonstrate proficiency in the use of business tools
5. Research and analyze existing information resources
6. Integrate business theories and concepts to determine the optimal strategic direction for an organization

For more information on the Business Administration program, including career opportunities, program assessment and faculty, visit [http://www.franklin.edu/business-administration-bachelors-degree-program](http://www.franklin.edu/business-administration-bachelors-degree-program).

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**OUTCOME MAP - BACHELOR OF SCIENCE**

A learning outcome map functions as a roadmap to help guide students’ progress through their program of study. It shows where each outcome is Introduced (I), Reinforced (R), and Assessed (A) within the program’s curriculum.

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**FUNDAMENTAL GENERAL EDUCATION CORE (24 HOURS)**

Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required)
Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra) *Choose MATH 215 Statistical Concepts.
Minimum of six semester hours of Sciences (two science courses, with one having a laboratory component) Choose from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines) Choose ECON 220 Introduction to Macroeconomics or ECO 201 Principles of Economics; Macro and also choose one from the Anthropology, Psychology, and Sociology disciplines, or American Government (POSC 204).

Minimum of six semester hours of Arts and Humanities
Choose from the Humanities discipline.

*Choose either MATH 140 Introduction to Quantitative Reasoning or MATH 150 Fundamental Algebra as the prerequisite. Both can count as a general education or University elective.

ADDITIONAL GENERAL EDUCATION REQUIREMENTS (12 HOURS)
PF 106 - Introduction to Spreadsheets (1)*
PF 108 - Introduction to Databases (1)*
PF 321 - Learning Strategies (2) or UNI 199 University Seminar (2)
SPCH 100 - Speech Communication (4)
   OR COMM 150 - Interpersonal Communication (4)
General Education Electives (4)

*Urbana University students take PF 116 Computer Applications and PF 118 Database Applications

BUSINESS CORE (12 HOURS)
ACCT 215 - Financial Accounting (4) or ACT 221 Principles of Accounting I (3)
BSAD 220 - Business Law (4) or BUS 251 Essentials of Business Law (3)
MGMT 312 - Principles of Management (4) or MGT 207 Principles of Business & Management (3)

MAJOR AREA (12 HOURS)
Select 12 hours from the Major Area electives in the B.S. section. In addition, these courses also may be counted as major electives: Managerial Accounting (ACCT 225), Quantitative & Qualitative Methods for Decision-Making (BSAD 320), Business Ethics for Leaders (BSAD 460), Principles of Finance (FINA 301), and Marketing (MKTG 300).

UNIVERSITY ELECTIVES (4 HOURS)
Any undergraduate courses offered by the University except developmental education courses.

Urbana University students must take BUS 100 Introduction to Business Principles or BSAD 110 Business Principles.

Alternate Courses may be available onsite at Urbana University only.
FUNDAMENTAL GENERAL EDUCATION CORE (24 HOURS)
Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required)
Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra) *Choose MATH 215 Statistical Concepts.

Minimum of six semester hours of Sciences (two science courses, with one having a laboratory component)
Choose from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines) Choose ECON 220 Introduction to Macroeconomics or ECO 202 Principles of Economics: Marcor and also choose one from Anthropology, Psychology, and Sociology disciplines, or American Government (POSC 204).

Minimum of six semester hours of Arts and Humanities
Choose from the Humanities discipline.

*Choose either MATH 140 Introduction to Quantitative Reasoning or MATH 150 Fundamental Algebra as the prerequisite. Both can count as a general education or University elective.

ADDITIONAL GENERAL EDUCATION REQUIREMENTS (12 HOURS)
PF 106 - Introduction to Spreadsheets (1)*
PF 108 - Introduction to Databases (1)*
PF 321 - Learning Strategies (2) or UNI 199 University Seminar (2)
SPCH 100 - Speech Communication (4)
OR COMM 150 - Interpersonal Communication (4)
ENG 320 - Business & Professional Writing (4) or ENG 205 Business & Professional Writing (3)

*Urbana University students take PF 116 Computer Applications and PF 118 Database Applications

BUSINESS CORE (28 HOURS)
ACCT 215 - Financial Accounting (4) or ACT 221 Principles of Accounting I (3)
ACCT 225 - Managerial Accounting (4) or ACT 222 Principles of Accounting II (3)
BSAD 220 - Business Law (4) or BUS 251 Essentials of Business Law (3)
ECON 210 - Introduction to Microeconomics (4) or ECO 202 Principles of Economics (3)
FINA 301 - Principles of Finance (4) or FINA 308 Fundamentals or Finance (3)
MGMT 312 - Principles of Management (4) or MGT 207 Principles of Business & Management (3)
MKTG 300 - Marketing (4) or MKT 206 Principles of Marketing (3)

UNIVERSITY ELECTIVES (32 HOURS)*
Any courses offered by the University except developmental education courses.

Urbana University students must take BUS 100 Introduction to Business Principles or BSAD 110 Business Principles.
A maximum of 8 credit hours of specific M.S. Human Resource Management, or 6 credit hours of specific MBA or M.S. Business Psychology courses can be substituted. Contact your Academic Advisor for information concerning the Joint B.S./MBA, B.S./M.S. Human Resource Management, or B.S./M.S. Business Psychology Programs of Study and graduate admission requirements.

**MAJOR AREA (28 HOURS)**

Required (12 hours)
- BSAD 320 - Quantitative & Qualitative Methods for Decision-Making (4)
- BSAD 460 - Business Ethics for Leaders (4)
- BSAD 495 - Business Administration Capstone (4)

**MAJOR AREA ELECTIVES (16 HOURS)**

*Select 16 hours from the following:

- ACCT 310 - Intermediate Accounting I (4)
- ACCT 320 - Intermediate Accounting II (4)
- ACCT 330 - Cost Management (4)
- ACCT 390 - Federal Income Tax I (4)
- ACCT 425 - Accounting Information Systems (4)
- AMGT 440 - Project & Team Management (4)
- AMGT 450 - Organizational Supervision (4)
- BSAD 410 - Business Administration Internship (1-4)
- BSAD 476 - Global Business Issues (4)
- BSAD 480 - Special Topics in Business Administration (1-4)
- BSAD 499 - Independent Studies in Business Administration (1-4)
- BSFR 341 - Fraud Examination (4)
- COMM 321 - Organizational Communication (4)
- ECON 321 - Intermediate Microeconomics (4)
- ECON 322 - Intermediate Macroeconomics (4)
- ECON 420 - Forecasting (4)
- ENTR 395 - Foundations of Entrepreneurship (4)
- FINA 340 - Money, Banking & Financial Markets (4)
- FINA 403 - Advanced Financial Management (4)
- FINA 405 - Investments (4)
- FINA 450 - Global Finance (4)
- FPLN 300 - Principles of Financial Planning (4)
- FPLN 440 - Risk Management & Insurance Planning (4)
- HCM 300 - Healthcare Management (4)
- HCM 320 - Healthcare Financial Management I (4)
- HCM 442 - Legal Aspects of Healthcare Management (4)
- HCM 472 - Contemporary Issues in Healthcare Management (4)
- HRM 300 - Human Resources Management (4)
- HRM 301 - Staffing (4)
- HRM 302 - Training & Development (4)
- HRM 401 - Compensation & Benefits (4)
- HRM 402 - Employee & Labor Relations (4)
- HRM 420 - Principles of Organizational Development (4)
- MGMT 325 - Organizational Behavior (4)
- MGMT 425 - Organizational Change (4)
- MGMT 440 - Organizational Culture & Performance (4)
- MGMT 470 - Organizational Leadership (4)
- MIS 200 - Management Information Systems (4)
- MKTG 320 - Promotion (4)
- MKTG 330 - Marketing Behavior (4)
- MKTG 332 - Marketing Research (4)
- MKTG 340 - Digital Marketing (4)
- MKTG 430 - Customer Relationship Management (4)
- MKTG 450 - Global Marketing (4)
- OSCM 390 - Operations Management (4)
- OSCM 440 - Quality Management (4)
- OSCM 450 - Supply Chain Management (4)
- OSCM 455 - Transportation & Logistics Management (4)
- OSCM 458 - Purchasing and Inventory Management (4)
- OSCM 491 - Integrated Project Management (4)
- PBRL 325 - Public Relations (4)
- PBRL 445 - Public Relations & Promotional Strategy (4)
- PSYC 325 - Coaching in Organizations (4)
- RMI 300 - Principles of Risk Management & Insurance (4)
- RMI 420 - Property & Casualty Insurance (4)
- RMI 430 - Individual & Group Life & Health Insurance (4)
- RMI 440 - Employee Benefits & Retirement Planning (4)
- RMI 470 - Insurance Company Operations (4)
- SOCL 335 - Applied Research Methods (4)

**ACADEMIC MINORS**

Degree-seeking students can pursue one of our Academic Minors. See the section titled “Academic Minors.”
Program Chair, Charles Saunders, Ph.D., CPA, CIA, CFE, CCSA, CRMA
Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

Program available online through Franklin University.

Business Forensics is the application of business and basic accounting principles, and theory, to facts or hypotheses at issue in a legal dispute. It consists of two major components: (1) litigation services that recognize the role of the skilled business professional as an expert or consultant and (2) investigative services performed by the business professional which may lead to courtroom testimony. Business Forensics also engages fundamental aspects of business specializations such as auditing, finance, law, and legal research.

The curriculum of the Business Forensics major encompasses fraud examinations, financial investigations, ethics, decision-making skills, corporate governance and internal control assessment. It also introduces students to the investigative skills needed to collect, analyze and evaluate legal evidence, and to interpret and communicate findings to expose the causes and effects of business fraud, questionable business practices, and identity theft.

Graduates of the Business Forensics program will be able to:

1. Define, explain, and properly use the terms, concepts, and principles in the functional areas of management, marketing, accounting, finance, and economics
2. Define and discuss the legal and ethical obligations for working within the social environment of businesses
3. Differentiate and evaluate business concepts and theories to solve complex problems in domestic and international environments using a multi-functional approach
4. Demonstrate proficiency in the use of business tools
5. Research and analyze existing information resources
6. Integrate business theories and concepts to determine the optimal strategic direction for an organization
7. Construct documentation of the findings of an interview plan
8. Construct documentation of the findings of a fraud investigation
9. Construct documentation analyzing internal controls

For more information on the Business Forensics program, including career opportunities, program assessment and faculty, visit http://www.franklin.edu/business-forensics-bachelors-degree-program.
OUTCOME MAP - BUSINESS FORENSICS

A learning outcome map functions as a roadmap to help guide students’ progress through their program of study. It shows where each outcome is Introduced (I), Reinforced (R), and Assessed (A) within the program’s curriculum.

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BACHELOR OF SCIENCE (B.S.) BUSINESS FORENSICS (124 SEMESTER HOURS)

FUNDAMENTAL GENERAL EDUCATION CORE (24 HOURS)

Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required) Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra) *Choose MATH 215 Statistical Concepts.

Minimum of six semester hours of Sciences (two science courses, with one having a laboratory component) Choose from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines) Choose ECON 220 Introduction to Macroeconomics and also choose one from the Anthropology, Psychology, and Sociology disciplines, or American Government (POSC 204).
Minimum of six semester hours of Arts and Humanities
Choose HUMN 210 Introduction to Logic and Critical Thinking Skills and also choose one or more from the Humanities discipline.

*Choose either MATH 140 Introduction to Quantitative Reasoning or MATH 150 Fundamental Algebra as the prerequisite. Both can count as a general education or University elective.

ADDITIONAL GENERAL EDUCATION REQUIREMENTS (12 HOURS)

PF 106 - Introduction to Spreadsheets (1)
PF 108 - Introduction to Databases (1)
PF 321 - Learning Strategies (2)
SPCH 100 - Speech Communication (4)
OR COMM 150 - Interpersonal Communication (4)
General Education Electives (4)

BUSINESS CORE (28 HOURS)
ACCT 215 - Financial Accounting (4)
ACCT 225 - Managerial Accounting (4)
BSAD 220 - Business Law (4)
ECON 210 - Introduction to Microeconomics (4)
FINA 301 - Principles of Finance (4)
MGMT 312 - Principles of Management (4)
MKTG 300 - Marketing (4)

UNIVERSITY ELECTIVES (32 HOURS)*
Any undergraduate courses offered by the University except developmental education courses.

*A maximum of 6 credit hours of specific MBA courses can be substituted. Contact your Academic Advisor for information concerning the Joint BS/MBA Programs of Study and graduate admission requirements.

MAJOR AREA (28 HOURS)
BSAD 320 - Quantitative & Qualitative Methods for Decision-Making (4)
BSAD 460 - Business Ethics for Leaders (4)
BSFR 341 - Fraud Examination (4)
BSFR 342 - Interviewing Techniques for Fraud Investigations (4)
BSFR 343 - Legal Elements of Fraud (4)
BSFR 344 - Corporate Governance & Internal Control Assessment (4)
BSFR 495 - Business Forensic/Forensic Accounting Capstone (4)

ACADEMIC MINORS
Degree-seeking students can pursue one of our Academic Minors. See the section titled “Academic Minors.”
Program Chair, Brenda Jones, Ph.D.
Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

Program available online through Franklin University.

Communication is at the forefront of everything — especially business. It holds the power to inspire change, promote ideas, influence behavior, and build momentum. Franklin University’s Communications program equips you to shape, lead, and execute integrated communications plans, strategies, and tactics through a variety of mediums including print, digital, and social media.

Courses in this program cultivate in-demand skills such as communications planning, message development, audience research, and communications design. The curriculum emphasizes professional ethics, communication, collaboration, and creativity.

Students will compose messages for a variety of audiences using the most current formats, media, and technologies in the industry; thereby, creating a customized professional communications portfolio to showcase their work. The Communications program is designed to foster a solid understanding of the communications discipline while helping students develop specific knowledge and skills needed to succeed in competitive professional environments.

Graduates of the Communications program will be able to:
1. Apply ethical reasoning to professional communications
2. Demonstrate a grasp of communication processes, organizational systems, and the dynamics of leadership and groups
3. Apply the forms of effective communication
4. Demonstrate a grasp of human behavior in an organizational culture

Communications students must have the following in addition to the University’s General Technology Requirements:
- Broadband access
- Web Cam

For more information on the Communications program, including career opportunities, program assessment and faculty, http://www.franklin.edu/communications-bachelors-degree-program.
**OUTCOME MAP - COMMUNICATIONS**

A learning outcome map functions as a roadmap to help guide students' progress through their program of study. It shows where each outcome is Introduced (I), Reinforced (R), and Assessed (A) within the program's curriculum.

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**ASSOCIATE OF SCIENCE (A.S.) COMMUNICATIONS (60 SEMESTER HOURS)**

**FUNDAMENTAL GENERAL EDUCATION CORE (24 HOURS)**

Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required)

Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra) *Choose MATH 215 Statistical Concepts.

Minimum of six semester hours of Sciences (two science courses, with one having a laboratory component) Choose from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines) Choose from the Anthropology, Economics, Psychology, and Sociology disciplines, or American Government (POSC 204).

Minimum of six semester hours of Arts and Humanities

Choose HUMN 210 Introduction to Logic and Critical Thinking Skills and also choose one or more from the Humanities discipline.

*Choose either MATH 140 Introduction to Quantitative Reasoning or MATH 150 Fundamental Algebra as
the prerequisite. Both can count as a general education or University elective.

**ADDITIONAL GENERAL EDUCATION REQUIREMENTS (12 HOURS)**
COMM 205 - Communication Design (1)
PF 106 - Introduction to Spreadsheets (1)
GRPH 117 - Graphic Editing Software (1)
PF 321 - Learning Strategies (2)
SPCH 100 - Speech Communication (4)
General Education Electives (3)

**PROFESSIONAL CORE (12 HOURS)**
COMM 150 - Interpersonal Communication (4)
MKTG 300 - Marketing (4)
ENG 320 - Business & Professional Writing (4)

**MAJOR AREA (12 HOURS)**
COMM 315 - Communication Ethics (4)
COMM 335 - Communication in Groups & Teams (4)
COMM 321 - Organizational Communication (4)

**UNIVERSITY ELECTIVES (4 HOURS)**
Any undergraduate courses offered by the University except developmental education courses.

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**BACHELOR OF SCIENCE (B.S.) COMMUNICATIONS (120 SEMESTER HOURS)**

**FUNDAMENTAL GENERAL EDUCATION CORE (24 HOURS)**
Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required)
Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra) *Choose MATH 215 Statistical Concepts.

Minimum of six semester hours of Sciences (two science courses, with one having a laboratory component)
Choose from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines) Choose from the Anthropology, Economics, Psychology, and Sociology disciplines, or American Government (POSC 204).

Minimum of six semester hours of Arts and Humanities
Choose HUMN 210 Introduction to Logic and Critical Thinking Skills and also choose one or more from the Humanities discipline.
ADDITIONAL GENERAL EDUCATION REQUIREMENTS (12 HOURS)
COMM 205 - Communication Design (1)
PF 106 - Introduction to Spreadsheets (1)
GRPH 117 - Graphic Editing Software (1)
PF 321 - Learning Strategies (2)
SPCH 100 - Speech Communication (4)
General Education Electives (3)

PROFESSIONAL CORE (20 HOURS)
COMM 150 - Interpersonal Communication (4)
GRPH 210 - Fundamentals of Graphic Design (4)
MGMT 312 - Principles of Management (4)
MGMT 300 - Marketing (4)
ENG 320 - Business & Professional Writing (4)

UNIVERSITY ELECTIVES (32 HOURS)*
Any undergraduate courses offered by the University except developmental education courses.

*A maximum of 8 credit hours of specific M.S. Marketing & Communication courses can be substituted.
Contact your Academic Advisor for information concerning the Joint B.S./M.S. Marketing & Communication Programs of Study and graduate admission requirements.

MAJOR AREA (36 HOURS)
Required (24 hours)
COMM 315 - Communication Ethics (4)
COMM 321 - Organizational Communication (4)
COMM 335 - Communication in Groups & Teams (4)
COMM 400 - Intercultural Communication (4)
COMM 495 - Communications Capstone (4)
MGMT 332 - Marketing Research (4)

Major Area Electives (12 hours)*
*Select 12 hours from the following:
BSAD 320 - Quantitative & Qualitative Methods for Decision-Making (4)
BSAD 476 - Global Business Issues (4)
COMM 355 - Introduction to Grant Writing for Non-Profits (4)
COMM 410 - Communications Internship (1-4)
COMM 480 - Special Topics in Communications (4)
COMM 499 - Independent Studies in Communications (1-4)
ENG 360 - Introduction to Creative Writing (4)
ENG 460 - Advanced Creative Writing (4)
GRPH 310 - Advanced Graphic Design (4)
HRM 300 - Human Resources Management (4)
HRM 301 - Staffing (4)
HRM 302 - Training & Development (4)
MGMT 325 - Organizational Behavior (4)
MIS 200 - Management Information Systems (4)
MKTG 320 - Promotion (4)
MKTG 330 - Marketing Behavior (4)
MKTG 332 - Marketing Research (4)
MKTG 340 - Digital Marketing (4)
MKTG 430 - Customer Relationship Management (4)
MKTG 450 - Global Marketing (4)
PBRL 325 - Public Relations (4)
PBRL 425 - Crisis & Media Communication (4)
PBRL 450 - Rhetoric & Social Influence (4)
PSYC 310 - The Psychology of Personal Development (4)
PSYC 325 - Coaching in Organizations (4)
SOCL 335 - Applied Research Methods (4)
SOCL 345 - Sociology of Work & Organizations (4)

ACADEMIC MINORS
Degree-seeking students can pursue one of our Academic Minors. See the section titled "Academic Minors."
Program Chair, Chunbo Chu, Ph.D.
Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

Program available online through Franklin University.

There is a tremendous need for technical experts with the ability to create innovative computer systems. The Computer Science program is offered for individuals who are interested in applying, designing and implementing computer systems. Students are provided with a sound theoretical and practical background coupled with the skills to understand, develop, and use theories. The specific goal of the program is to graduate highly-trained computer professionals who have firm foundations in software systems development and software engineering.

The curriculum for the Computer Science program involves development of significant high-level technical skills, but is not a programming degree. Although it provides students with a solid foundation of programming expertise, the Computer Science curriculum prepares students to assume significant responsibility in an IT organization. Graduates will be knowledgeable in advanced software design, design of multi-tier enterprise applications, and software architecture. The Computer Science program is designed to develop a broad base of skills, from basic software design to extending and maintaining large-scale software systems in a corporate environment using industrial strength tools and practices. Because of their broad exposure to elements of the field of computer science, graduates enjoy flexibility in the types of careers they are prepared to pursue.

Graduates of the Computer Science program will be able to:

1. Develop and implement effective solutions to real world problems
2. Demonstrate the knowledge and skills required to contribute to the development and maintenance of large-scale software applications within an organizational structure
3. Communicate appropriately for technical and expert audiences
4. Apply mathematical models and methods in problem solving

For more information on the Computer Science program, including career opportunities, program assessment and faculty, [http://www.franklin.edu/computer-science-bachelors-degree-program](http://www.franklin.edu/computer-science-bachelors-degree-program). A discussion listserv is available for subscription by Computer Science majors at [http://listserv.franklin.edu](http://listserv.franklin.edu).

TECHNOLOGY REQUIREMENTS:
Students in the Computer and Information Sciences Majors are expected to exceed the University’s General Technology Requirements, and may be required to purchase hardware and/or software with capabilities greater than the standard technology requirements. There will be software requirements such as software development environments, operating systems, virtualization environments and tools, website development and business process documentation tools that will be used in various courses. Students should be prepared to invest in this software, and be able to install and uninstall it without assistance. Courses with specific hardware and software requirements are detailed in the course syllabus under the “Required Materials” section.
To maximize the educational experience, Computer and Information Sciences students must have:

- Current model computer (less than 2 years of age)
- DVD optical drive
- 2 GB RAM minimum (4 GB+ recommended)
- Broadband access
- 40 GB or higher of available hard drive space at the beginning of each term

OUTCOME MAP - COMPUTER SCIENCE

A learning outcome map functions as a roadmap to help guide students’ progress through their program of study. It shows where each outcome is Introduced (I), Reinforced (R), and Assessed (A) within the program’s curriculum.

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ASSOCIATE OF SCIENCE (A.S.) COMPUTER SCIENCE
(64 SEMESTER HOURS)

FUNDAMENTAL GENERAL EDUCATION CORE (24 HOURS)
Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required)
Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra) *Choose MATH 160 College Algebra.

Minimum of six semester hours of Sciences (two science courses, with one having a laboratory component)
Choose from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines) Choose from the Anthropology, Economics, Psychology, and Sociology disciplines, or American Government (POSC 204).

Minimum of six semester hours of Arts and Humanities
Choose HUMN 211 Introduction to Ethical Analysis and Reasoning and also choose one or more from the Humanities discipline.

*Choose MATH 150 Fundamental Algebra as the prerequisite. Can count as a general education or University elective.

ADDITIONAL GENERAL EDUCATION REQUIREMENTS (12 HOURS)
PF 321 - Learning Strategies (2)
SPCH 100 - Speech Communication (4)
OR COMM 150 - Interpersonal Communication (4)
General Education Electives (6)

MAJOR AREA (24 HOURS)
COMP 111 - Introduction to Computer Science & Object-Oriented Programming (4)
COMP 121 - Object-Oriented Data Structures & Algorithms I (4)
COMP 201 - Principles of Computer Organizations (2)
COMP 204 - Principles of Computer Networks (2)
COMP 215 - Programming Language: Principles & Practice (4)
COMP 281 - Database Management Systems (4)
COMP 294 - Computer Science Practicum I (2)
ISEC 200 - Cybersecurity Fundamentals (2)

UNIVERSITY ELECTIVES (4 HOURS)
Any undergraduate courses offered by the University except developmental education courses.
BACHELOR OF SCIENCE (B.S.) COMPUTER SCIENCE (124 SEMESTER HOURS)

FUNDAMENTAL GENERAL EDUCATION CORE (24 HOURS)
Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required)
Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra) *Choose MATH 160 College Algebra.

Minimum of six semester hours of Sciences (two science courses, with one having a laboratory component) Choose from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines) Choose from the Anthropology, Economics, Psychology, and Sociology disciplines, or American Government (POSC 204).

Minimum of six semester hours of Arts and Humanities
Choose HUMN 211 Introduction to Ethical Analysis and Reasoning and also choose one or more from the Humanities discipline.

*Choose MATH 150 Fundamental Algebra as the prerequisite. Can count as a general education or University elective.

ADDITIONAL GENERAL EDUCATION REQUIREMENTS (14 HOURS)
PF 321 - Learning Strategies (2)
SPCH 100 - Speech Communication (4)
OR COMM 150 - Interpersonal Communication (4)
ENG 220 - Research Writing: Exploring Professional Identities (4)
MATH 280 - Introduction to Probability & Statistics (4)

PROFESSIONAL CORE (24 HOURS)
COMP 111 - Introduction to Computer Science & Object-Oriented Programming (4)
COMP 121 - Object-Oriented Data Structures & Algorithms I (4)
COMP 201 - Principles of Computer Organization (2)
COMP 204 - Principles of Computer Networks (2)
COMP 281 - Database Management Systems (4)
COMP 294 - Computer Science Practicum I (2)
ISEC 200 - Cybersecurity Fundamentals (2)

UNIVERSITY ELECTIVES (24 HOURS)*
Any course offered by the University except developmental education courses.

*A maximum of 6 credit hours of specific MBA or 8 credit hours of M.S. Computer Science courses can be substituted. Contact your Academic Advisor for information concerning the Joint BS/MBA or BS/MS Programs of Study and graduate admission requirements.
MAJOR AREA (22 HOURS)
COMP 311 - Object-Oriented Data Structures & Algorithms II (4)
COMP 321 - Application Server Programming (4)
COMP 323 - Fundamentals of Operating Systems (4)
COMP 394 - Computer Science Practicum II (2)
COMP 495 - Computer Science Practicum III / Capstone (4)
MATH 320 - Discrete Mathematics (4)

MAJOR AREA ELECTIVES (16 HOURS)
COMP 325 - Human Computer Interaction (4)
COMP 461 - Enterprise Software Architecture (4)
COMP 480 - Special Topics in Computer Science (1-4)
COMP 486 - Object-Oriented Analysis & Design (4)
INFA 300 - Introduction to Analytics (4)
ISEC 300 - Information Assurance (4)
MIS 310 - Information Systems Architecture & Technology (4)
WEBD 325 - Mobile Programming (4)

ACADEMIC MINORS
Degree-seeking students can pursue one of our Academic Minors. See the section titled “Academic Minors.”
Program Chair, Chenelle Jones, Ph.D.
Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

Program available online through Franklin University and onsite at Urbana University.

The interdisciplinary field of Criminal Justice examines the multi-faceted criminal justice system of the United States, and the causes and consequences of crime. It draws on key principles from related disciplines, such as public administration, law and sociology.

The Criminal Justice Administration major explores social, cultural, political, and organizational influences on criminal justice policies and operations from both theoretical and real-world perspectives. Its curriculum is designed to meet the educational needs of those working with the police, courts, probation and parole systems, and correctional institutions. Students are instructed in fundamental aspects of the field: law enforcement; criminology theory and crime control; juvenile justice, delinquency and corrections; ethical decision making; corrections, probation and parole, and criminal justice leadership.

Graduates of the Criminal Justice Administration program will be able to:

1. Compare and contrast contemporary theories and strategies of policing in America
2. Explain the purpose and function of the correctional system in the U.S.
3. Describe the purpose and function of the courts system in the U.S.
4. Compare and contrast theories of crime and offending that are commonly accepted in the field of criminal justice
5. Apply critical thinking, reasoning, and analytical skills required for ethical decision-making and problem solving in criminal justice
6. Demonstrate knowledge of ethical principles, laws, and standards of professional conduct applicable to the criminal justice system
7. Apply management, administrative, and leadership skills appropriate to a criminal justice agency

For more information on the Criminal Justice Administration program, including career opportunities, program assessment and faculty, please visit http://www.franklin.edu/criminal-justice-administration-bachelors-degree-curriculum.
## OUTCOME MAP - CRIMINAL JUSTICE ADMINISTRATION

A learning outcome map functions as a roadmap to help guide students’ progress through their program of study. It shows where each outcome is Introduced (I), Reinforced (R), and Assessed (A) within the program’s curriculum.

### PROGRAM LEARNING OUTCOMES

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## BACHELOR OF SCIENCE (B.S.) CRIMINAL JUSTICE ADMINISTRATION

### FUNDAMENTAL GENERAL EDUCATION CORE (24 HOURS)

Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required) Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra) *Choose from MATH 160 College Algebra, MATH 210 Finite Mathematics, or MATH 215 Statistical Concepts.*

Minimum of six semester hours of Sciences (two science courses, with one having a laboratory component) Choose from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines) Choose POSC 204 American Government and also choose one from the Anthropology, Economics, Psychology, and Sociology disciplines.

Minimum of six semester hours of Arts and Humanities Choose HUMN 211 Introduction to Ethical Analysis and Reasoning or PHI 208 Ethics and also choose one from the Humanities discipline.
*Choose MATH 150 Fundamental Algebra as the prerequisite. Can count as a general education or University elective.

ADDITIONAL GENERAL EDUCATION REQUIREMENTS (12 HOURS)
PF 321 - Learning Strategies (2) or UNI 199 University Seminar (2)
SPCH 100 - Speech Communication (4)
   OR COMM 150 - Interpersonal Communication (4)
ENG 220 - Research Writing: Exploring Professional Identities (4)
General Education Electives (2)

PROFESSIONAL CORE (12 HOURS)
CJAD 210 - Introduction to Criminal Justice Administration (4)
CJAD 240 - Introduction to Criminology (4)
CJAD 340 - Evidence Based Practice & Research Methods in the Criminal Justice Professions (4)

UNIVERSITY ELECTIVES (36 HOURS)*
Any undergraduate courses offered by the University except developmental education courses.

* A maximum of 8 credit hours of specific Master of Public Administration courses can be substituted. Contact your Academic Advisor for information concerning the Joint BS/MPA Programs of Study and graduate admission requirements.

MAJOR AREA (36 HOURS)
Required (28 hours)
CJAD 310 - Courts & Criminal Procedure (4)
CJAD 315 - Policing in America (4)
CJAD 320 - Corrections in America (4)
CJAD 330 - Juvenile Justice & Delinquency (4)
CJAD 450 - Criminal Justice Management & Administration (4)
CJAD 455 - Ethics in the Criminal Justice System (4)
CJAD 495 - Criminal Justice Administration Capstone (4)

Major Area Electives (8 hours)*
*Select 8 hours from the following:

Law Enforcement:
CJAD 360 - Introduction to Terrorism & Intelligence Analysis (4)
CJAD 415 - Contemporary Policing Strategies & Issues (4)

 Corrections:
CJAD 425 - Probation & Parole (4)
CJAD 430 - Juvenile Corrections (4)

Homeland Security:
CJAD 360 - Introduction to Terrorism & Intelligence Analysis (4)
CJAD 420 - Cybercrime
Public Administration:
PUAD 350 - Analysis for Performance Improvement (4)
PUAD 420 - Government & Nonprofit Budgeting (4)

Special Populations:
CJAD 335 - Case Management
CJAD 445 - Victimology
CJAD 440 - Sociology of Deviant Behavior (4)

Alternate Courses may be available onsite at Urbana University only.

ACADEMIC MINORS
Degree-seeking students can pursue one of our Academic Minors. See the section titled “Academic Minors.”
Cybersecurity Major

Program Chair, Todd Whittaker, M.S.
Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

Program available online through Franklin University and onsite at Urbana University.

When a data network or computer system is exposed or exploited, the result can be catastrophic to both business and industry. That’s why information security has grown into its own field - one that provides critical protection of information assets from unauthorized disclosure or modification, and accidental or intentional loss of data.

Courses in this curriculum include risk management and compliance; security architecture and controls; business continuity and operations; and network and application security. At Franklin University, students will learn about the typical development mistakes that lead to application-level security issues, including CSRF, XSS, cryptography, CAPTCHA, configuration errors, authentication, and authorization, as well as how to defend against them.

This program also teaches design and implementation of high-availability systems through storage redundancy, load balancing, virtualization clusters, and disaster recovery systems. Students will have the opportunity to learn how security requirements and activities, such as risk identification, threat modeling, security testing, and monitoring, fit into the overall systems development lifecycle (SDLC).

Graduates of the Cybersecurity program will be able to:

1. Communicate effectively for a range of purposes and audiences
2. Describe the breadth of the information security field and its impact on business
3. Employ firewalls, VPNs, and stateful packet inspection techniques to harden networks
4. Identify and analyze, determine impacts, and develop plans to mitigate security risks
5. Identify and correct programming and software architecture mistakes that lead to application security vulnerabilities
6. Employ a layered approach to hardware, operating systems, middleware, and applications to produce high-availability services
7. Develop a consistent and strategic balance among business needs, security policy, industry and regulatory standards, and technology for overall information security architecture
8. Be prepared to compete successfully in securing employment or progressing in their chosen field

For more information on the Cybersecurity program, including career opportunities, program assessment and faculty, visit http://www.franklin.edu/information-security-bachelors-degree-program. A discussion listserv is available for subscription by Cybersecurity majors at http://listserv.franklin.edu/.

TECHNOLOGY REQUIREMENTS:

Students in the Computer and Information Sciences Majors are expected to exceed the University’s General Technology Requirements, and may be required to purchase hardware and/or software with capabilities greater than the standard technology requirements. There will be software requirements such as software development environments, operating systems, virtualization environments and tools, website develop-
ment and business process documentation tools that will be used in various courses. Students should be prepared to invest in this software, and be able to install and uninstall it without assistance.

To maximize the educational experience, Computer and Information Sciences students must have:

- Current model computer (less than 2 years of age)
- DVD optical drive
- 2 GB RAM minimum (4 GB+ recommended)
- Broadband access
- 40 GB or higher of available hard drive space at the beginning of each term

Courses with specific hardware and software requirements are detailed in the course syllabus under the “Required Materials” section.

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**OUTCOME MAP - CYBERSECURITY**

A learning outcome map functions as a roadmap to help guide students’ progress through their program of study. It shows where each outcome is Introduced (I), Reinforced (R), and Assessed (A) within the program’s curriculum.

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FUNDAMENTAL GENERAL EDUCATION CORE (24 HOURS)
Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required)
Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra) *Choose MATH 160 College Algebra.

Minimum of six semester hours of Sciences (two science courses, with one having a laboratory component) Choose from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines) Choose from the Anthropology, Economics, Psychology, and Sociology disciplines, or American Government (POSC 204).

Minimum of six semester hours of Arts and Humanities
Choose HUMN 211 Introduction to Ethical Analysis and Reasoning and also choose one from the Humanities discipline.

*Choose MATH 150 Fundamental Algebra as the prerequisite. Can count as a general education or University elective.

ADDITIONAL GENERAL EDUCATION REQUIREMENTS (14 HOURS)
PF 321 - Learning Strategies (2) or UNI 199 University Seminar (2)
SPCH 100 - Speech Communication (4)
OR COMM 150 - Interpersonal Communication (4)
ENG 220 - Research Writing: Exploring Professional Identities (4)
MATH 280 - Introduction to Probability & Statistics

PROFESSIONAL CORE (24 HOURS)
COMP 101 - Problem Solving with Computing (2)
COMP 204 - Principles of Computer Networks (2)
COMP 281 - Database Management Systems (4)
ISEC 200 - Cybersecurity Fundamentals (2)
ISEC 325 - Communication & Network Security
ITEC 136 - Principles of Programming (4)
MIS 200 - Management Information Systems
WEBD 101 - Introduction to Web Page Construction (2)

UNIVERSITY ELECTIVES (26 HOURS)*
Any undergraduate courses offered by the University except developmental education courses.

*A maximum of 6 credit hours of specific MBA courses can be substituted. Contact your Academic Advisor for information concerning the Joint B.S./MBA Programs of Study and graduate admission requirements.
MAJOR AREA (36 HOURS)

ISEC 300 - Principles of Information Security (4)
ISEC 350 - Risk Management & Compliance (4)
ISEC 375 - Digital Forensics & Incident Response (4)
ISEC 400 - Application Security (4)
ISEC 475 - Security Engineering & Assessment (4)
ISEC 495 - Cybersecurity Capstone (4)
ITEC 350 - Windows Administration (4)
MIS 310 - Information Systems Architecture & Technology (4)
WEBD 236 - Web Information Systems Programming

Alternate Courses may be available onsite at Urbana University only.

ACADEMIC MINORS

Degree-seeking students can pursue one of our Academic Minors. See the section titled “Academic Minors.”

BACHELOR OF SCIENCE (A.S.) CYBERSECURITY (60 SEMESTER HOURS)

AVAILABLE ONSITE AT URBANA UNIVERSITY ONLY.

FUNDAMENTAL GENERAL EDUCATION CORE (24 HOURS)
Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required)
Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra) *Choose MATH 160 College Algebra.

Minimum of six semester hours of Sciences (two science courses, with one having a laboratory component) Choose from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines) Choose from the Anthropology, Economics, Psychology, and Sociology disciplines, or American Government (POSC 204).

Minimum of six semester hours of Arts and Humanities
Choose HUMN 211 Introduction to Ethical Analysis and Reasoning and also choose one from the Humanities discipline.

*Choose MATH 150 Fundamental Algebra as the prerequisite. Can count as a general education or University elective.
ADDITIONAL GENERAL EDUCATION REQUIREMENTS (14 HOURS)
UNI 199 University Seminar (2)
SPCH 100 - Speech Communication (4)
    OR COMM 150 - Interpersonal Communication (4)
ENG 220 - Research Writing: Exploring Professional Identities (4)

MAJOR AREA (24 HOURS)
COMP 101 - Problem Solving with Computing (2)
COMP 204 - Principles of Computer Networks (2)
COMP 281 - Database Management Systems (4)
ITEC 136 - Principles of Programming (4)
ISEC 200 - Cybersecurity Fundamentals (2)
ISEC 325 - Communication & Network Security
MIS 200 - Management Information Systems
WEBD 101 - Introduction to Web Page Construction (2)
Program Chair, Chenelle Jones, Ph.D.
Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

Program available online through Franklin University.

Emergency management and homeland security are interconnected fields that focus on public safety, private security and emergency management operations. Today’s police, fire, and EMS and EMA teams, as well as individuals working in private industry, must coordinate planning efforts to achieve complex collaborative safety and security management tasks.

The curriculum of the Emergency Management & Homeland Security major draws on essential principles from public administration, public safety management, and sociology. Students will study key concepts and topics such as threat assessment and risk management, labor relations, fiscal administration, safety and security operations, crisis readiness and disaster preparedness.

Graduates of the Emergency Management & Homeland Security program will be able to:
1. Apply principles of leadership, basic accounting, fiscal management, and budgeting in support of the leadership and vision of appropriate intergovernmental, interagency, and interdisciplinary Emergency Management & Homeland Security agencies
2. Compare and contrast the similarities and differences between the roles of managers and leaders in intergovernmental, interagency, and interdisciplinary Emergency Management & Homeland Security agencies
3. Apply basic management skills of planning, organizing, staffing, directing, coordinating, managing change, and decision making within appropriate intergovernmental, interagency, and interdisciplinary Emergency Management & Homeland Security agencies
4. Apply critical thinking, reasoning, and analytical skills required for ethical decision making and problem solving in intergovernmental, interagency, and interdisciplinary Emergency Management & Homeland Security agencies
5. Apply appropriate ethical principles, laws, and human relations skills to all applicable areas of operations in intergovernmental, interagency, and interdisciplinary Emergency Management & Homeland Security agencies
6. Demonstrate the ability to make optimal use of available assets, resources, communication, and evolving technology to successfully administer Emergency Management & Homeland Security operations and projects in intergovernmental, interagency, and interdisciplinary Emergency Management & Homeland Security agencies
7. Apply appropriate federal laws, regulations, and guidelines regarding emergency management and homeland security to local intergovernmental, interagency, and interdisciplinary Emergency Management & Homeland Security agencies
8. Use clear and effective oral and written communication strategies coupled with strong interpersonal, technology, and social media skills to facilitate building collaborative partnerships in intergovernmental, interagency, and interdisciplinary Emergency Management & Homeland Security agencies
9. Assess risks and threats, design response plans, exercise and evaluation programs, and use of technology
that coordinate public and private resources to effectively manage disaster prevention, improve emergency response, enhance recovery, and effectively mitigate disasters.


### OUTCOME MAP - EMERGENCY MANAGEMENT

A learning outcome map functions as a roadmap to help guide students’ progress through their program of study. It shows where each outcome is Introduced (I), Reinforced (R), and Assessed (A) within the program’s curriculum.

#### PROGRAM LEARNING OUTCOMES

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FUNDAMENTAL GENERAL EDUCATION CORE (24 HOURS)

Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required) Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra) *Choose MATH 215 Statistical Concepts.

Minimum of six semester hours of Sciences (two science courses, with one having a laboratory component) Choose from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines) Choose POSC 204 American Government in Action and also choose one from the Anthropology, Psychology, and Sociology disciplines.

Minimum of six semester hours of Arts and Humanities Choose from the Humanities discipline.

*Choose either MATH 140 Introduction to Quantitative Reasoning or MATH 150 Fundamental Algebra as the prerequisite. Both can count as a general education or University elective.

ADDITIONAL GENERAL EDUCATION REQUIREMENTS (12 HOURS)

PF 106 - Introduction to Spreadsheets (1)
COMM 107 - Introduction to Web Presentation & Publishing (1)
   OR COMM 205 - Communication Design (1)
PF 321 - Learning Strategies (2)
SPCH 100 - Speech Communication (4)
   OR COMM 150 - Interpersonal Communication (4)
ENG 220 - Research Writing: Exploring Professional Identities (4)

UNIVERSITY ELECTIVES (36 HOURS)*
Any undergraduate courses offered by the University except developmental education courses.

*A maximum of 6 credit hours of specific MBA or 8 credit hours of Master of Public Administration courses can be substituted. Contact your Academic Advisor for information concerning the Joint BS/MBA or BS/MPA Programs of Study and graduate admission requirements.

MAJOR AREA (52 HOURS)

Required (32 hours)

CJAD 340 - Evidence-Based Practices and Research Methods (4)
HRM 302 - Training & Development (4)
SEMT 322 - Ethics & Leadership in Public Safety Agencies (4)
SEMT 335 - Introduction to Emergency Management & Homeland Security (4)
PUAD 305 - Introduction to Public Administration (4)
PUAD 420 - Government & Nonprofit Budgeting (4)
PUAD 495 - Public Administration Capstone (4)

Specializations (20 hours)*
*Choose one:

**Emergency Management & Disaster Response:**
FIES 310 - Fire & Emergency Services Administration (4)
FIES 430 - Political and Legal Foundations for Fire & Emergency Services (4)
SEMT 240 - Disaster Planning & Response (4)
SEMT 328 - Emergency Management Theory & Practice (4)
SEMT 450 - Critical Incident Management (4)

**Homeland Security:**
CJAD 210 - Introduction to Criminal Justice Administration (4)
CJAD 360 - Introduction to Terrorism & Intelligence Analysis (4)
CJAD 430 - Juvenile Corrections (4)
COMM 355 - Introduction to Grant Writing for Non-Profits (4)
SEMT 432 - Homeland Security – Theory and Practice at the Local Level (4)

**ACADEMIC MINORS**
Degree-seeking students can pursue one of our Academic Minors. See the section titled “Academic Minors.”
Program Chair, Beverly Smith, Ph.D.
Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

Program available online through Franklin University.

The oil and gas industry is a large and vital part of the global economy. Its professional workforce holds management and leadership positions such as plant coordinator, procurement coordinator, production services representative, rental analyst for lease payments, lease analyst, business analyst, and business development, to name a few.

The Energy Management program curriculum is designed to create a knowledge base with regard to the field’s key topics. These include legal issues, such as leases, lease transfers, and environmental regulations; energy supply and demand; financial markets; strategic planning; and best practices as applied to energy economics.

Industry leaders and professionals are represented among program faculty. The program’s advisory board is also made up of industry professionals, and its members are charged with providing input with regard to the latest industry-related courses and topics relevant in today’s marketplace.

Graduates of the Energy Management program will have the educational foundation needed to pursue professional certification in the field. One of these is the Certified Professional Landman (CPL), offered by the American Association of Professional Landmen, or AAPL. It is obtained through a combination of professional and educational experience, and successful passage of the CPL examination.

Program students are encouraged to pursue opportunities for training and work experience in this field.

Graduates of the Energy Management program will be able to:
1. Apply concepts from conventional business administration courses such as accounting, business law, economics, management, marketing and finance to the field of energy
2. Describe the history of production and usage in the oil and gas industry in the United States and Internationally
3. Evaluate oil and gas financing and valuation of energy markets
4. Apply economic tools used for analyzing energy markets and innovation
5. Apply ethical and legal considerations regarding rights of mineral ownership, and transfers of interest and contracts associated with the oil and gas industry
6. Analyze and interpret costs, risks and benefits as they relate to the energy industry

For more information on the Energy Management program, including career opportunities, program assessment and faculty, visit http://www.franklin.edu/energy-management-degree-courses.
### OUTCOME MAP - ENERGY MANAGEMENT

A learning outcome map functions as a roadmap to help guide students’ progress through their program of study. It shows where each outcome is Introduced (I), Reinforced (R), and Assessed (A) within the program’s curriculum.

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### BACHELOR OF SCIENCE (B.S.) ENERGY MANAGEMENT

**FUNDAMENTAL GENERAL EDUCATION CORE (24 HOURS)**

Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required)

Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra)

*Choose MATH 215 Statistical Concepts.

Minimum of six semester hours of Sciences (two science courses, with one having a laboratory component)

Choose from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines)

Choose ECON 220 Introduction to Macroeconomics and also choose one from the Anthropology, Psychology, and Sociology disciplines, or American Government (POSC 204).

Minimum of six semester hours of Arts and Humanities

Choose from the Humanities discipline.

*Choose either MATH 140 Introduction to Quantitative Reasoning or MATH 150 Fundamental Algebra as the prerequisite. Both can count as a general education or University elective.
ADDITIONAL GENERAL EDUCATION REQUIREMENTS (12 HOURS)
PF 106 - Introduction to Spreadsheets (1)
PF 108 - Introduction to Databases (1)
PF 321 - Learning Strategies (2)
SPCH 100 - Speech Communication (4)
   OR COMM 150 - Interpersonal Communication (4)
ENG 320 - Business & Professional Writing (4)

BUSINESS CORE (28 HOURS)
ACCT 215 - Financial Accounting (4)
ACCT 225 - Managerial Accounting (4)
BSAD 220 - Business Law (4)
ECON 210 - Introduction to Microeconomics (4)
FINA 301 - Principles of Finance (4)
MGMT 312 - Principles of Management (4)
MKTG 300 - Marketing (4)

UNIVERSITY ELECTIVES (16 HOURS)
Any undergraduate courses offered by the University except developmental education courses.

TECHNICAL CREDIT (24 HOURS)
24 credit hours in a related technical discipline from transfer credit.

MAJOR AREA (20 HOURS)
EGMT 330 - Introduction to the Energy Industry (4)
EGMT 430 - Legal & Ethical Environment of the Energy Industry (4)
EGMT 450 - Energy Finance (4)
EGMT 460 - Energy Markets & Innovation (4)
EGMT 495 - Energy Management Strategy Capstone (4)

ACADEMIC MINORS
Degree-seeking students can pursue one of our Academic Minors. See the section titled “Academic Minors.”
Program Chair, Beverly Smith, Ph.D.
Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

Program available online through Franklin University.

Entrepreneurship is the process of developing and launching a new business enterprise, sourcing and organizing the required resources, and accepting both the risks and the rewards associated with the venture.

The Entrepreneurship major integrates key principles from management, marketing, finance, and accounting to provide students – who may already be successful business managers or owners – with a broad understanding of entrepreneurship. The program focuses on the development and refinement of key entrepreneurial skills necessary for the effective creation, development and growth of small- to large-scale businesses. Students will acquire a fundamental understanding of business planning, company valuation, information technology, and consulting as they relate to new ventures, small enterprises and family businesses.

The Entrepreneurship program focuses on the creation of social and economic value by developing core capabilities of idea generation, opportunity recognition, resource acquisition, and entrepreneurial management.

Graduates of the Entrepreneurship program will be able to:
1. Develop a plan to launch a successful entrepreneurial business
2. Lead the key initiatives necessary to effectively market and sell an entrepreneurial business’ products and services
3. Evaluate the appropriate methods for financing an entrepreneurial business
4. Develop a plan to manage the general operations of an entrepreneurial business
5. Develop a business plan for an entrepreneurial business.

For more information on the Entrepreneurship program, including career opportunities, program assessment and faculty, visit http://www.franklin.edu/entrepreneurship-bachelors-degree-curriculum.
FUNDAMENTAL GENERAL EDUCATION CORE (24 HOURS)
Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required)
Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra) *Choose from MATH 160 College Algebra, MATH 210 Finite Mathematics, or MATH 215 Statistical Concepts.

Minimum of six semester hours of Sciences (two science courses, with one having a laboratory component) Choose from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines) Choose ECON 220 Introduction to Macroeconomics and also choose one from the Anthropology, Psychology, and Sociology disciplines, or American Government (POSC 204).

Minimum of six semester hours of Arts and Humanities
Choose from the Humanities discipline.

*Choose MATH 150 Fundamental Algebra as the prerequisite. Can count as a general education or University elective.
ADDITIONAL GENERAL EDUCATION REQUIREMENTS (12 HOURS)

PF 106 - Introduction to Spreadsheets (1)
PF 108 - Introduction to Databases (1)
PF 321 - Learning Strategies (2)
SPCH 100 - Speech Communication (4)
   OR COMM 150 - Interpersonal Communication (4)
ENG 320 - Business & Professional Writing (4)

TECHNICAL CREDIT (24 HOURS)
24 credit hours in an approved related discipline from transfer credit.

BUSINESS CORE (28 HOURS)

ACCT 215 - Financial Accounting (4)
ACCT 225 - Managerial Accounting (4)
BSAD 220 - Business Law (4)
ECON 210 - Introduction to Microeconomics (4)
FINA 301 - Principles of Finance (4)
MGMT 312 - Principles of Management (4)
MKTG 300 - Marketing (4)

UNIVERSITY ELECTIVES (16 HOURS)
Any courses offered by the University except developmental education courses.

MAJOR AREA (20 HOURS)
ENTR 395 - Foundations of Entrepreneurship (4)
ENTR 400 - Commercialization of Entrepreneurship Products & Services (4)
ENTR 420 - Managing Micro Business & Generating Funding (4)
ENTR 495 - Entrepreneurship Capstone (4)
MKTG 340 - Digital Marketing (4)

ACADEMIC MINORS
Degree-seeking students can pursue one of our Academic Minors. See the section titled “Academic Minors.”
Acting Program Chair, Alexander Heckman, Ph.D.
Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

Program available online through Franklin University and onsite at Urbana University.

The Exercise Science major prepares students for leadership positions in sport, health and fitness and other allied health professions. Graduates will recognize the challenges that come with performing in public and private sector, for-profit and not-for-profit, corporate or educational settings. Graduates will have demonstrated an understanding and mastery of applied physiology, including but not limited to, human movement, bioenergetics, sport performance, motivation and organizational leadership.

Graduates of the Exercise Science program will be able to:

1. Evaluate physiological status of client using tests of cardiovascular fitness, muscular strength, and body composition. The graduate will be able to explain to clients' processes and behaviors for changing physiological status
2. Analyze clients' ability to move, design programs for modifying movement profiles.
3. Identify different behavioral change techniques, choose appropriate behavioral change strategies.
4. Describe and locate different types of technology that can be used for assessment and communication of important physiological and physical literacy characteristics.
5. Define the scientific process, describe its application to the science of exercise.

For more information on the Exercise Science program, including career opportunities, program assessment and faculty, visit https://www.franklin.edu/degrees/bachelors/exercise-science or https://www.urban.edu/academics/bachelors-degree-majors/exercise-science
OUTCOME MAP - EXERCISE SCIENCE

A learning outcome map functions as a roadmap to help guide students’ progress through their program of study. It shows where each outcome is Introduced (I), Reinforced (R), and Assessed (A) within the program’s curriculum.

### PROGRAM LEARNING OUTCOMES

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BACHELOR OF SCIENCE (B.S.) EXERCISE SCIENCE (120 SEMESTER HOURS)

FUNDAMENTAL GENERAL EDUCATION CORE (24 HOURS)

Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required)
Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra) *Choose MATH 215 Statistical Concepts.

Minimum of six semester hours of Sciences (two science courses, with one having a laboratory component) Choose SCIE 244 Foundations of Anatomy & Physiology and one additional course.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines) Choose PSYC 110 General Psychology and also choose one from the Anthropology, Economics, and Sociology disciplines, or American Government (POSC 204).

Minimum of six semester hours of Arts and Humanities
Choose from the Humanities discipline.

*Choose MATH 140 Algebra for Business Applications, MATH 140 Introduction to Quantitative Reasoning, or
MATH 150 Fundamental Algebra as the prerequisite. Can count as a general education or University elective.

**ADDITIONAL GENERAL EDUCATION REQUIREMENTS (12 HOURS)**
ENG 220 - Research Writing: Exploring Professional Identities (4)
PF 106 - Introduction to Spreadsheets (1) OR PF 116 - Computer Applications (3)
PF 321 - Learning Strategies (2) OR UNI 199 - University Seminar (2)
SPCH 100 - Speech Communication (4) OR COMM 150 - Interpersonal Communication (4)
General Education Elective (1) - If Needed

**UNIVERSITY ELECTIVES (35 HOURS)**
Any courses offered by the University except developmental education courses.

**MAJOR AREA (49 HOURS)**
EXS 125 - Designing Exercise Programs (3)
EXS 140 - Foundations, Principles, and History of Sport (3)
EXS 203 - Sport and Society (3)
EXS 204 - Psychology of Coaching Sports (3)
EXS 252 - Exercise Physiology (3)
EXS 335 - Principles of Strength Training and Conditioning (3)
EXS 351 - Kinesiology/Biomechanics (3)
EXS 400 - Exercise for Special Populations (3)
EXS 423 - Organization and Administration of Sports Programs (3)
EXS 460 - Exercise Testing and Prescription (3)
HEA 152 - Wellness (3)
HEA 254 - Nutrition & Fitness (3)
SOCL 335 - Applied Research Methods (4)
SPM 351 - Sport Law (3)
EXS 491 - Field Experience in Exercise Science: Wellness & Fitness Internship (6)

**ACADEMIC MINORS**
Degree-seeking students can pursue one of our Academic Minors. See the section titled “Academic Minors.”
Program Chair, Bruce Campbell, Ph.D.
Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

Program available online through Franklin University.

Financial Management is a broad, interdisciplinary profession which combines concepts, analytical tools and information resources from a number of other disciplines, including accounting, economics, and information management.

The Financial Management major is designed around a robust curriculum including financial analysis and forecasting, cash management, portfolio management, international finance, and financial risk management. The program is designed to prepare students for careers in business financial management (large and small firms), investment management, international finance, as well as the financial services industry (banking, insurance and securities). It is also an excellent foundation for students wishing to pursue graduate study in business or law.

Graduates of the A.S. Financial Management program will be able to:
1. Conduct analyses of financial statements.
2. Utilize time-value-of-money techniques in the valuation of securities.
3. Compare capital investment opportunities using capital budgeting tools.
4. Identify the functions of financial markets and institutions and examine their impact on the level of interest rates and interest rate differentials.
5. Appraise the risk and return of various investments and their combination in the creation and management of investment portfolios.

OUTCOME MAP - ASSOCIATE OF SCIENCE
A learning outcome map functions as a roadmap to help guide students’ progress through their program of study. It shows where each outcome is Introduced (I), Reinforced (R), and Assessed (A) within the program’s curriculum.

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Graduates of the B.S. Financial Management program will be able to:

1. Use data provided within financial statements to calculate and analyze financial ratios and common-size statements
2. Apply time-value-of-money and other techniques to determine the value of financial securities
3. Calculate the weighted average cost of capital in the assessment of a firm’s capital structure
4. Evaluate the capital expenditure and investment alternatives of a firm
5. Assess the impact of participation in global financial markets on a firm’s financial decision-making

For more information on the Financial Management program, including career opportunities, program assessment and faculty, visit [http://www.franklin.edu/financial-management-bachelors-degree-program](http://www.franklin.edu/financial-management-bachelors-degree-program).

### OUTCOME MAP - BACHELOR OR SCIENCE

A learning outcome map functions as a roadmap to help guide students’ progress through their program of study. It shows where each outcome is Introduced (I), Reinforced (R), and Assessed (A) within the program’s curriculum.

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### ASSOCIATE OF SCIENCE (A.S.) FINANCIAL MANAGEMENT
(64 SEMESTER HOURS)

#### FUNDAMENTAL GENERAL EDUCATION CORE (24 HOURS)
Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required)
Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra)
*Choose MATH 215 Statistical Concepts.*
Minimum of six semester hours of Sciences (two science courses, with one having a laboratory component) Choose from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines)
Choose ECON 220 Introduction to Macroeconomics and also choose one from the Anthropology, Psychology, and Sociology disciplines, or American Government (POSC 204).

Minimum of six semester hours of Arts and Humanities
Choose HUMN 210 Introduction to Logic and Critical Thinking Skills and also choose one or more from the Humanities discipline.

*Choose either MATH 140 Introduction to Quantitative Reasoning or MATH 150 Fundamental Algebra as the prerequisite. Both can count as a general education or University elective.

**ADDITIONAL GENERAL EDUCATION REQUIREMENTS (12 HOURS)**
PF 106 - Introduction to Spreadsheets (1)
PF 108 - Introduction to Databases (1)
PF 321 - Learning Strategies (2)
SPCH 100 - Speech Communication (4)
OR COMM 150 - Interpersonal Communication (4)
General Education Electives (4)

**BUSINESS CORE (12 HOURS)**
ACCT 215 - Financial Accounting (4)
ACCT 225 - Managerial Accounting (4)
ECON 210 - Introduction to Microeconomics (4)

**MAJOR AREA (12 HOURS)**
FINA 301 - Principles of Finance (4)
FINA 340 - Money, Banking & Financial Markets (4)
FINA 405 - Investments (4)

**UNIVERSITY ELECTIVES (4 HOURS)**
Any undergraduate courses offered by the University except developmental education courses.
FUNDAMENTAL GENERAL EDUCATION CORE (24 HOURS)
Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required)
Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra)
*Choose MATH 215 Statistical Concepts.

Minimum of six semester hours of Sciences (two science courses, with one having a laboratory component)
Choose from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines)
Choose ECON 220 Introduction to Macroeconomics and also choose one from the Anthropology, Psychology, and Sociology disciplines, or American Government (POSC 204).

Minimum of six semester hours of Arts and Humanities
Choose HUMN 210 Introduction to Logic and Critical Thinking Skills and also choose one or more from the Humanities discipline.

*Choose either MATH 140 Introduction to Quantitative Reasoning or MATH 150 Fundamental Algebra as the prerequisite. Both can count as a general education or University elective.

ADDITIONAL GENERAL EDUCATION REQUIREMENTS (12 HOURS)
PF 106 - Introduction to Spreadsheets (1)
PF 108 - Introduction to Databases (1)
PF 321 - Learning Strategies (2)
SPCH 100 - Speech Communication (4)
OR COMM 150 - Interpersonal Communication (4)
General Education Electives (4)

BUSINESS CORE (28 HOURS)
ACCT 215 - Financial Accounting (4)
ACCT 225 - Managerial Accounting (4)
BSAD 220 - Business Law (4)
ECON 210 - Introduction to Microeconomics (4)
FINA 301 - Principles of Finance (4)
MGMT 312 - Principles of Management (4)
MKTG 300 - Marketing (4)

UNIVERSITY ELECTIVES (32 HOURS)*
Any courses offered by the University except developmental education courses.
*A maximum of 6 credit hours of specific MBA courses can be substituted. Contact your Academic Advisor for information concerning the Joint BS/MBA Programs of Study and graduate admission requirements.

**MAJOR AREA (28 HOURS)**
Required (20 hours)
FINA 340 - Money, Banking & Financial Markets (4)
FINA 403 - Advanced Financial Management (4)
FINA 405 - Investments (4)
FINA 450 - Global Finance (4)
FINA 495 - Financial Policy Seminar (4)

**Major Area Electives (8 hours)**
*Select 8 hours from the following:
ACCT 310 - Intermediate Accounting I (4)
ACCT 320 - Intermediate Accounting II (4)
ACCT 330 - Cost Management (4)
ENTR 395 - Foundations of Entrepreneurship (4)
FINA 410 - Finance Internship (1-4)
FINA 480 - Special Topics in Finance (1-4)
FPLN 300 - Principles of Financial Planning (4)
FPLN 430 - Tax Planning (4)
FPLN 440 - Risk Management & Insurance Planning (4)

**ACADEMIC MINORS**
Degree-seeking students can pursue one of our Academic Minors. See the section titled “Academic Minors.”
Program Chair, Martina Peng, Ph.D., CFP®
Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

Program available online through Franklin University.

Financial planning is the development of strategies to assist individuals and small business owners who wish to manage their financial affairs, and to meet specific goals or objectives. This process involves reviewing all relevant aspects of a client’s current situation, performing financial analyses, and designing a comprehensive financial plan that meets stated needs.

Financial planning, and the major in the field, consists of six major components: personal financial planning; investment and wealth management; income tax planning; risk management and insurance; employee benefits; retirement planning; and, estate planning. A financial planning professional should master each of these areas, and be able to create comprehensive financial plans for individuals and businesses. Graduates of the program will be prepared for a variety of career paths in this growing specialized business discipline.

Franklin University’s Financial Planning major is registered with the Certified Financial Planning (CFP) Board of Standards. At completion of the program, students will have satisfied the education requirement for attaining CFP Certification, and be eligible to sit for the CFP Certification Examination.

Graduates of the Financial Planning program will be able to:
1. Demonstrate written communication skills in financial planning
2. Analyze ethical issues in the financial planning profession
3. Apply strategies and techniques to manage financial exposure due to personal or business risk
4. Apply financial planning strategies and techniques to maximize the present value of the client’s after-tax net worth
5. Apply strategies to efficiently preserve and distribute accumulated wealth
6. Develop long-term strategies and recommendations for a comprehensive financial plan

For more information on the Financial Planning program, including career opportunities, program assessment and faculty, visit http://www.franklin.edu/financial-planning-bachelors-degree-program.
OUTCOME MAP - FINANCIAL PLANNING

A learning outcome map functions as a roadmap to help guide students’ progress through their program of study. It shows where each outcome is Introduced (I), Reinforced (R), and Assessed (A) within the program’s curriculum.

**PROGRAM LEARNING OUTCOMES**

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**BACHELOR OF SCIENCE (B.S.) FINANCIAL PLANNING**

(124 SEMESTER HOURS)

**FUNDAMENTAL GENERAL EDUCATION CORE (24 HOURS)**

Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required) Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra) *Choose MATH 215 Statistical Concepts.

Minimum of six semester hours of Sciences (two science courses, with one having a laboratory component) Choose from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines) Choose ECON 220 Introduction to Macroeconomics and also choose one from the Anthropology, Psychology, and Sociology disciplines, or American Government (POSC 204).

Minimum of six semester hours of Arts and Humanities
Choose HUMN 210 Introduction to Logic and Critical Thinking Skills and also choose one or more from the Humanities discipline.
*Choose either MATH 140 Introduction to Quantitative Reasoning or MATH 150 Fundamental Algebra as the prerequisite. Both can count as a general education or University elective.

**ADDITIONAL GENERAL EDUCATION REQUIREMENTS (12 HOURS)**
PF 106 - Introduction to Spreadsheets (1)
PF 108 - Introduction to Databases (1)
PF 331 - Learning Strategies (2)
SPCH 100 - Speech Communication (4)
OR COMM 150 - Interpersonal Communication (4)
General Education Electives (4)

**BUSINESS CORE (28 HOURS)**
ACCT 215 - Financial Accounting (4)
ACCT 225 - Managerial Accounting (4)
BSAD 220 - Business Law (4)
ECON 210 - Introduction to Microeconomics (4)
FINA 301 - Principles of Finance (4)
MGMT 312 - Principles of Management (4)
MKTG 300 - Marketing (4)

**UNIVERSITY ELECTIVES (28 HOURS)**
Any courses offered by the University except developmental education courses.

*A maximum of 6 credit hours of specific MBA courses can be substituted. Contact your Academic Advisor for information concerning the joint BS/MBA programs of study and graduate admission requirements.

**MAJOR AREA (32 HOURS)**

**Required (28 hours)**
FPLN 300 - Principles of Financial Planning (4)
FPLN 405 - Investments (4)
FPLN 430 - Tax Planning (4)
FPLN 440 - Risk Management & Insurance Planning (4)
FPLN 450 - Retirement Savings & Income Planning (4)
FPLN 460 - Estate Planning (4)
FPLN 495 - Financial Plan Development (4)

**Major Area Elective (4 hours)**
*Select 4 hours from the following:
ACCT 390 - Federal Income Tax I (4)
CJAD 420 - Cybercrime (4)
ENTR 395 - Foundations of Entrepreneurship (4)
FINA 340 - Money, Banking & Financial Markets (4)
FINA 450 - Global Finance (4)
FINA 480 - Special Topics in Finance (1-4)
FPLN 410 - Financial Planning Internship (1-4)
FPLN 499 - Independent Studies in Financial Planning (1-4)
PSYC 310 - The Psychology of Personal Development (4)

**ACADEMIC MINORS**
Degree-seeking students can pursue one of our Academic Minors. See the section titled “Academic Minors.”
Program Chair, Charles Saunders, Ph.D., CPA, CIA, CFE, CCSA, CRMA
Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

Program available online through Franklin University.

Forensic accounting is the specialty practice area of accountancy describing work that results from actual or anticipated disputes or litigation. Forensic accountants – sometimes called forensic auditors or investigative auditors – are often called to provide expert testimony at trial.

Graduates with majors in Forensic Accounting are prepared for employment or promotion in public accounting, private industry or government. They also have the requisite educational background to seek professional certification (e.g., Certified Fraud Examiner, Certified Internal Auditor). These designations are achieved following successful passage of rigorous examinations, and in the case of the Certified Public Accountant certification, additional study beyond that required for the Bachelor of Science degree. Preparatory courses are available, and often beneficial, to the graduate seeking such certifications. Qualified Franklin University students are encouraged to gain additional training and work experience through internships with certified public accounting firms, private industry and government.

All Forensic Accounting students take a two-course sequence in intermediate accounting. The intermediate courses and a four-course sequence in fraud examination provide the conceptual framework for the major.

Members of Franklin University’s Forensic Accounting faculty are active in the accounting professions. Instructors have extensive professional accounting experience and most work or have worked in government or private industry, or at top firms.

Graduates of the A.S Forensic Accounting program will be able to:
1. Demonstrate technical accounting skills in intermediate-level accounting topics/concepts.
2. Demonstrate the ability to research and analyze specific intermediate-level accounting issues.
3. Demonstrate oral and written communication skills.
4. Demonstrate the ability to research and analyze fraudulent activities in an organization and recommend needed internal control measures.
Graduates of the B.S. Forensic Accounting program will be able to:

1. Apply logical thinking and critical analysis
2. Research specific financial accounting issues
3. Analyze ethical issues in the accounting profession
4. Analyze information systems through evaluation of process controls and organizational system risks within a business process
5. Demonstrate written communication skills in accounting
6. Construct documentation of the findings of an interview plan
7. Construct documentation of the findings of a fraud investigation
8. Construct documentation analyzing internal controls

For more information on the Forensic Accounting program, including career opportunities, program assessment and faculty, visit [http://www.franklin.edu/forensic-accounting-bachelors-degree-program](http://www.franklin.edu/forensic-accounting-bachelors-degree-program).

### OUTCOME MAP - ASSOCIATE OF SCIENCE

A learning outcome map functions as a roadmap to help guide students' progress through their program of study. It shows where each outcome is Introduced (I), Reinforced (R), and Assessed (A) within the program's curriculum.

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<th>PROGRAM LEARNING OUTCOMES</th>
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OUTCOME MAP - BACHELOR OF SCIENCE

A learning outcome map functions as a roadmap to help guide students’ progress through their program of study. It shows where each outcome is Introduced (I), Reinforced (R), and Assessed (A) within the program’s curriculum.

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ASSOCIATE OF SCIENCE (A.S.) FORENSIC ACCOUNTING (64 SEMESTER HOURS)

FUNDAMENTAL GENERAL EDUCATION CORE (24 HOURS)
Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required) Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra) *Choose MATH 215 Statistical Concepts.

Minimum of six semester hours of Sciences (two science courses, with one having a laboratory component) Choose from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines) Choose ECON 220 Introduction to Macroeconomics and also choose one from the
Anthropology, Psychology, and Sociology disciplines, or American Government (POSC 204).

Minimum of six semester hours of Arts and Humanities
Choose HUMN 210 Introduction to Logic and Critical Thinking Skills and also choose one or more from the Humanities discipline.

*Choose either MATH 140 Introduction to Quantitative Reasoning or MATH 150 Fundamental Algebra as the prerequisite. Both can count as a general education or University elective.

ADDITIONAL GENERAL EDUCATION REQUIREMENTS (12 HOURS)
PF 106 - Introduction to Spreadsheets (1)
PF 108 - Introduction to Databases (1)
PF 321 - Learning Strategies (2)
SPCH 100 - Speech Communication (4)
   OR COMM 150 - Interpersonal Communication (4)
General Education Electives (4)

BUSINESS CORE (12 HOURS)
ACCT 215 - Financial Accounting (4)
ACCT 225 - Managerial Accounting (4)
MGMT 312 – Principles of Management (4)

MAJOR AREA (16 HOURS)
**Required (12 hours)**
ACCT 310 - Intermediate Accounting I (4)
ACCT 320 - Intermediate Accounting II (4)
ACCT 341 - Fraud Examination (4)

**Major Area Elective (4 hours)***
*Select 4 hours from the following:
ACCT 342 - Interviewing Techniques for Fraud Investigations (4)
ACCT 343 - Legal Elements of Fraud (4)
ACCT 344 - Corporate Governance & Internal Control Assessment (4)
FUNDAMENTAL GENERAL EDUCATION CORE (24 HOURS)
Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required) 
Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra) *Choose MATH 215 Statistical Concepts.

Minimum of six semester hours of Sciences (two science courses, with one having a laboratory component) 
Choose from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines) Choose ECON 220 Introduction to Macroeconomics and also choose one from the Anthropology, Economics, Psychology, and Sociology disciplines, or American Government (POSC 204).

Minimum of six semester hours of Arts and Humanities 
Choose HUMN 210 Introduction to Logic and Critical Thinking Skills and also choose one or more from the Humanities discipline.

*Choose either MATH 140 Introduction to Quantitative Reasoning or MATH 150 Fundamental Algebra as the prerequisite. Both can count as a general education or University elective.

ADDITIONAL GENERAL EDUCATION REQUIREMENTS (12 HOURS)
PF 106 - Introduction to Spreadsheets (1) 
PF 108 - Introduction to Databases (1) 
PF 321 - Learning Strategies (2) 
SPCH 100 - Speech Communication (4) 
OR COMM 150 - Interpersonal Communication (4) 
General Education Electives (4)

BUSINESS CORE (28 HOURS)
ACCT 215 - Financial Accounting (4) 
ACCT 225 - Managerial Accounting (4) 
BSAD 220 - Business Law (4) 
ECON 210 - Introduction to Microeconomics (4) 
FINA 301 - Principles of Finance (4) 
MGMT 312 - Principles of Management (4) 
MKTG 300 - Marketing (4)

UNIVERSITY ELECTIVES (20 HOURS)*
Any undergraduate courses offered by the University except developmental education courses.

*A maximum of 6 credit hours of specific MBA courses can be substituted. Contact your Academic Advisor for information concerning the Joint BS/MBA Programs of Study and graduate admission requirements.
MAJOR AREA (40 HOURS)

Required (36 hours)

ACCT 310 - Intermediate Accounting I (4)
ACCT 320 - Intermediate Accounting II (4)
ACCT 341 - Fraud Examination (4)
ACCT 342 - Interviewing Techniques for Fraud Investigations (4)
ACCT 343 - Legal Elements of Fraud (4)
ACCT 344 - Corporate Governance & Internal Control Assessment (4)
ACCT 425 - Accounting Information Systems (4)
ACCT 470 - Auditing (4)
BSFR 495 - Business Forensica/Forensic Accounting Capstone (4)

Major Area Elective (4 hours)*
*Select 4 hours from the following:

ACCT 330 - Cost Management (4)
ACCT 360 - Government & Not-for-Profit Accounting (4)
ACCT 390 - Federal Income Tax I (4)
ACCT 401 - Accounting Ethics & Professional Responsibilities (4)
ACCT 410 - Accounting Internship (1-9)
ACCT 420 - Federal Income Tax II (4)
ACCT 480 - Special Topics in Accounting (1-4)
ACCT 499 - Independent Studies in Accounting (1-4)
ENTR 395 - Foundations of Entrepreneurship (4)

ACADEMIC MINORS

Degree-seeking students can pursue one of our Academic Minors. See the section titled “Academic Minors.”
Program Chair, JoAnn Jordan, M.P.H., RHIA, CCS, CCS-P  
Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

Program available online through Franklin University.

**Please note:** Due to the unique nature of a healthcare internship, a required component of the Health Information Management (HIM) program, students must complete specific medical screenings. In addition, any student with a felony conviction will be barred from such an internship and should not enroll in the HIM program. Students should consult the Professional Practice Experience (PPE) Handbook for important information on the required internship, and other program details, before selecting this major.

As professionals, health information managers are an integral part of an organization's management team, working with other healthcare managers and clinical staff to provide information resources that are vital to effective, high-quality patient care. In operational settings, health information managers will design and maintain information systems, assess and disseminate clinical and administrative information, provide expert leadership in decision-making and perform as integral members of a healthcare team.

The Health Information Management major is a degree program that meets the health industry’s need for professionally-trained and educated individuals in the converging fields of business, information technology, and healthcare management. The program is designed to meet professional competencies established by the Commission on Accreditation for Health Informatics and Information Management Education (CA-HIIM), and to create effective managers of information in the diverse and interdisciplinary healthcare world. The major provides students with the knowledge and skills necessary to assume management responsibility for health information in a variety of settings, including acute care hospitals, clinics, long-term care facilities, consulting firms, government and planning agencies, insurance companies, software vendors, health maintenance organizations, and regulatory agencies.

At the completion of all other coursework, and with the approval of the Program Chair, students will enroll in an internship (PPE) with a healthcare-related organization that applies the program competencies to a high-quality academic project.

Graduates of the Health Information Management program will be able to:

1. Establish continuous quality improvement benchmarks and processes using data analysis tools and techniques
2. Formulate the short and long term health information governance strategies to align with organizational mission and goals
3. Lead collaborative work groups and teams to achieve organizational strategic goals
4. Evaluate the social, political, ethical, and economic realities impacting a healthcare delivery system
5. Create professional communications using appropriate data visualization tools
6. Design health information systems, policies and procedures in compliance with federal, state, and local regulations and standards

For more information on the Health Information Management program, including career opportunities, program assessment and faculty, visit [http://www.franklin.edu/health-information-management-de-](http://www.franklin.edu/health-information-management-de-).
FUNDAMENTAL GENERAL EDUCATION CORE (24 HOURS)
Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required)
Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra) *Choose MATH 215 Statistical Concepts.

TECHNOLOGY REQUIREMENTS:
Health Information Management students are expected to exceed the General Technology Requirements.

To maximize the educational experience, students must have:
• Current model computer (less than 2 years of age)
• DVD optical drive
• 2 GB RAM minimum (4 GB+ recommended)
• Broadband access
• 40 GB or higher of available hard drive
  space at the beginning of each term

In addition, Health Information Management students must be prepared to invest in additional software when necessary and be able to install and uninstall this software without assistance. Courses with specific hardware and software requirements are detailed in the course syllabus under the “Required Materials” section.

OUTCOME MAP - HEALTH INFORMATION MANAGEMENT
A learning outcome map functions as a roadmap to help guide students’ progress through their program of study. It shows where each outcome is Introduced (I), Reinforced (R), and Assessed (A) within the program’s curriculum.

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BACHELOR OF SCIENCE (B.S.) HEALTH INFORMATION MANAGEMENT (120 SEMESTER HOURS)
Minimum of six semester hours of Sciences (two science courses, with one having a laboratory component) Choose SCIE 244 Foundations of Anatomy & Physiology and SCIE 254 Health & Human Disease.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines) Choose from the Anthropology, Economics, Psychology, and Sociology disciplines, or American Government (POSC 204).

Minimum of six semester hours of Arts and Humanities Choose from the Humanities discipline.

*Choose either MATH 140 Introduction to Quantitative Reasoning or MATH 150 Fundamental Algebra as the prerequisite. Both can count as a general education or University elective.

ADDITIONAL GENERAL EDUCATION REQUIREMENTS (12 HOURS)
PF 106 - Introduction to Spreadsheets (1)
PF 108 - Introduction to Databases (1)
PF 321 - Learning Strategies (2)
SPCH 100 - Speech Communication (4)
   OR COMM 150 - Interpersonal Communication (4)
ENG 320 - Business & Professional Writing (4)

PROFESSIONAL CORE (22 HOURS)
ACCT 215 - Financial Accounting (4)
COMM 335 - Communication in Groups & Teams (4)
HIM 150 - Medical Terminology (2)
HIM 200 - Introduction to Health Information Management (2)
HIM 210 - Clinical Classification Systems I (4)
HIM 215 - Clinical Classification Systems II (4)
SCIE 264 - Introduction to Pharmacology (2)

UNIVERSITY ELECTIVES (27 HOURS)*
Any undergraduate courses offered by the University except developmental education courses.

Current Franklin students are eligible to take up to 8 credit hours of graduate coursework towards fulfillment of both their undergraduate, and future graduate degree. Please speak with your Academic Advisor if you are interested in this opportunity. Students should choose from the following graduate courses:
HCM 735 - Healthcare Delivery Systems (4)
HCM 742 - Healthcare Law (4)
HIM 702 - Health Information Governance (4)
HIM 710 - Clinical Workflow & Applications (4)
HIM 733 - Financial & Managerial Accounting in Healthcare (4)
HIM 761 - Healthcare Analytics (4)

MAJOR AREA (35 HOURS)
HCM 320 - Healthcare Financial Management I (4)
HCM 422 - Healthcare Outcomes & Quality Management (4)
HIM 250 - Medical Reimbursement (4)
HIM 300 - Introduction to Health Information Management (4)*
HIM 320 - Health Data (4)
HIM 350 - Health Informatics (4)
HIM 470 - Health Information Systems (4)
HIM 485 - Applications in Health Information Systems (2)
HIM 497 - Professional Practice Experience in Health Information Management (4)
HIM 498 - RHIA Exam Prep (1)

*Payment of the Health Information Management Internship and Screening fee ($150) is due upon registration for HIM 300. Please see the PPE Handbook for more information.

**ACADEMIC MINORS**

Degree-seeking students can pursue one of our Academic Minors. See the section titled “Academic Minors.”
Program Chair, JoAnn Jordan, M.P.H., RHIA, CCS, CCS-P
Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

Program available online through Franklin University and onsite at Urbana University.

The Bachelor of Science degree in Health Sciences is designed for those that wish to begin or expand their careers in professions related to improving the lives of others. The B.S. in Health Sciences is an interdisciplinary degree designed to educate the student in broad areas of disease processes, prevention, and research to promote health and wellness. Graduates of this program may find employment in a broad spectrum of professions related to health such as data analytics, risk management and insurance, public and community health, emergency management, healthcare organizational management, and many others.

Graduates of the Health Information Management program will be able to:
1. Evaluate the economic, legal, social, and ethical challenges facing health and wellness.
2. Create professional communications using appropriate data visualization tools
3. Analyze the benefits and challenges of organizational-level policies relating to health and wellness.
4. Formulate strategies to alleviate obstacles to achieving health and wellness.

For more information on the Health Sciences program, including career opportunities, program assessment and faculty, visit [https://www.franklin.edu/degrees/bachelors/health-sciences](https://www.franklin.edu/degrees/bachelors/health-sciences) or [https://www.urbana.edu/academics/bachelors-degree-majors/health-sciences](https://www.urbana.edu/academics/bachelors-degree-majors/health-sciences)
**BACHELOR OF SCIENCE (B.S.) HEALTH SCIENCES**

**(120 SEMESTER HOURS)**

**FUNDAMENTAL GENERAL EDUCATION CORE (24 HOURS)**
Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required)
Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra) *Choose MATH 160 College Algebra, MATH 210 Finite Mathematics, or MATH 215 Statistical Concepts.

Minimum of six semester hours of Sciences (two science courses, with one having a laboratory component)
Choose SCIE 244 Foundations of Anatomy & Physiology and SCIE 254 Health & Human Disease.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines). Choose PSYC 110 General Psychology and SOCL 110 Introduction to Sociology.

Minimum of six semester hours of Arts and Humanities
Choose from the Humanities discipline.

*Choose either MATH 140 Introduction to Quantitative Reasoning or MATH 150 Fundamental Algebra as the prerequisite. Both can count as a general education or University elective.

**ADDITIONAL GENERAL EDUCATION REQUIREMENTS (12 HOURS)**
PF 321 - Learning Strategies (2) or UNI 199 University Seminar (2)
SPCH 100 - Speech Communication (4)
  OR COMM 150 - Interpersonal Communication (4)
ENG 320 - Business & Professional Writing (4) or ENG 205 Business & Professional Writing (3)
SCIE 210 - Understanding Science: Principles, Practice, & Theory (2)

**PROFESSIONAL CORE (30 HOURS)**
COMM 355 - Introduction to Grant Writing for Non-Profits (4)
HIM 150 - Medical Terminology (2)
SCIE 211 - Introduction to Scientific Analysis & Reasoning (4)
SOCL 335 Applied Research Methods (4)
SOCL 355 Community Mental Health (4)
PUAD 305 Introduction to Public Administration (4)
PUBH 201 - Public Health (4)
PF 485 Integrative Field Experience (4) or GRAD 685 Graduate Studies: Integrative Field Experience (4)

**UNIVERSITY ELECTIVES (38 HOURS)**
Any undergraduate courses offered by the University except developmental education courses.

**MAJOR ELECTIVES (16 HOURS)**
Choose any sixteen (16) credits from the following domains:

Cultural Diversity*
ANTH 201 - Cultural Anthropology (4)
COMM 400 - Intercultural Communication (4)
PHI 208 - Ethics (3)
SOC 202 - The American Family (3)  
SOC 203 - Minorities (3)  
SOCL 310 - Diversity in the Workplace (4)  
SOCL 400 - Social Justice (4)  

Emergency Planning  
SEMT 240 - Disaster Planning & Response (4)  
SEMT 328 - Emergency Management Theory & Practice (4)  
SEMT 335 - Introduction to Emergency Management & Homeland Security (4)  
SEMT 450 - Critical Incident Management (4)  

Healthcare Management  
HCM 300 - Healthcare Management (4)  
HCM 320 - Healthcare Financial Management (4)  
HCM 422 - Healthcare Outcomes & Quality Management (4)  
HCM 442 - Legal Aspects of Healthcare Management (4)  

Risk Management & Insurance  
ACCT 215 - Financial Accounting (4)  
HCM 432 - Healthcare Financial Management II (4)  
RMI 300 - Principles of Risk Management & Insurance (4)  
RMI 430 - Individual & Group Life & Health Insurance (4)  

Exercise Science*  
HEA 152 - Wellness (3)  
HEA 254 - Nutrition & Fitness (3)  
EXS 125 - Designing Exercise Programs (3)  
EXS 140 - Foundations, Principles, and History of Sport (3)  
EXS 203 - Sport & Society (3)  

Health Information  
HIM 210 - Clinical Classification Systems I (4)  
HIM 215 - Clinical Classification Systems II (4)  
HIM 250 - Medical Reimbursements (3)  
HIM 300 - Introduction to Health Information Management (4)  

Sports Management*  
EXS 140 - Foundations, Principles, and History of Sport (3)  
SPM 207 - Principles of Sport Management (3)  
SPM 300 - Coaching Methodologies (3)  
SPM 306 - Sports Marketing (3)  
SPM 351 - Sports Law (3)  

*Available online for Franklin University students and onsite students at Urbana University. See advisor for course availability at your location. All other Major Electives available only online for Franklin students.  

**ACADEMIC MINORS**  
Degree-seeking students can pursue one of our Academic Minors. See the section titled “Academic Minors.”
**Program Chair, Mary Bynum, DHA**  
Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

*Program available online through Franklin University.*

Today’s healthcare management professionals may work in any number of fields, including public health, physician practice, marketing, finance, operations, fund-raising, strategic planning or government relations. Managers ensure implementation of best practices in healthcare informatics, community health, healthcare systems, healthcare quality management, and healthcare leadership.

The major in Healthcare Management is intended for individuals with little or no healthcare education or experience, and are seeking entry or mid-level management positions in the industry or are seeking a foundation for future graduate education in a healthcare field. The program curriculum includes an array of subjects emphasizing leadership, professionalism, and operational improvement knowledge and skills.

Some courses include field experience, which may entail conducting interviews or visiting hospitals, medical offices, and/or other healthcare organizations.

**Graduates of the Healthcare Management program will be able to:**

1. Integrate appropriate theories, principles, and practices to manage a healthcare organization
2. Recommend patient-centered strategies to improve the health of a defined community
3. Design strategies to achieve a patient-focused perspective within a healthcare organization
4. Appraise leadership attributes required for maximum effectiveness in healthcare settings
5. Distinguish the unique human resource and technical skills essential for a healthcare management professional
6. Analyze emerging and ongoing legal, ethical, and regulatory trends specific to healthcare organizations
7. Evaluate organizational healthcare management and financial data to attain the best possible benefits for patients
8. Evaluate safety measures in accordance with healthcare legislation and reform to ensure the best possible patient outcomes.

For more information on the Healthcare Management program, including career opportunities, program
assessments and faculty, visit http://www.franklin.edu/healthcare-management-bachelors-degree-program.

**FUNDAMENTAL GENERAL EDUCATION CORE (24 HOURS)**

Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required)

Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra) *Choose MATH 215 Statistical Concepts.

Minimum of six semester hours of Sciences (two science courses, with one having a laboratory component) Choose from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines) Choose either ECON 210 Introduction to Microeconomics or ECON 220 Introduction to Macroeconomics and also choose one from the Anthropology, Psychology, and Sociology disciplines, or American Government (POSC 204).

Minimum of six semester hours of Arts and Humanities

Choose from the Humanities discipline.

*Choose either MATH 140 Introduction to Quantitative Reasoning or MATH 150 Fundamental Algebra as the prerequisite. Both can count as a general education or University elective.

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### OUTCOME MAP - HEALTHCARE MANAGEMENT

A learning outcome map functions as a roadmap to help guide students’ progress through their program of study. It shows where each outcome is Introduced (I), Reinforced (R), and Assessed (A) within the program’s curriculum.

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<thead>
<tr>
<th>PROGRAM LEARNING OUTCOMES</th>
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<td>HCM 340</td>
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<td>HCM 410</td>
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<td>HCM 432</td>
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### BACHELOR OF SCIENCE (B.S.) HEALTHCARE MANAGEMENT (120 SEMESTER HOURS)

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ADDITIONAL GENERAL EDUCATION REQUIREMENTS (12 HOURS)
PF 106 - Introduction to Spreadsheets (1)
PF 108 - Introduction to Databases (1)
PF 321 - Learning Strategies (2)
SPCH 100 - Speech Communication (4)
   OR COMM 150 - Interpersonal Communication (4)
ENG 320 - Business & Professional Writing (4)

PROFESSIONAL CORE (16 HOURS)
ACCT 215 - Financial Accounting (4)
BSAD 320 - Quantitative & Qualitative Methods for Decision-Making (4)
MGMT 312 - Principles of Management (4)
MGMT 325 - Organizational Behavior (4)

UNIVERSITY ELECTIVES (30 HOURS)*
Any undergraduate courses offered by the University except developmental education courses.

*A maximum of 3 credit hours of specific MBA or 8 credit hours of Master of Healthcare Administration courses can be substituted. Contact your Academic Advisor for information concerning the Joint BS/MBA or BS/MHA Programs of Study and graduate admission requirements.

MAJOR AREA (38 HOURS)
Required (30 hours)
HCM 200 - Healthcare Management Terminology (2)
HCM 300 - Healthcare Management (4)
HCM 320 - Healthcare Financial Management I (4)
HCM 340 - Community Health (4)
HIM 350 - Health Informatics (4)
HCM 422 - Healthcare Outcomes & Quality Management (4)
HCM 442 - Legal Aspects of Healthcare Management (4)
   OR HCM 742 - Healthcare Law & Ethics (4)
HCM 495 - Healthcare Management Capstone (4)

Major Area Electives (8 hours)*
*Select 8 hours from the following:

Healthcare:
HCM 410 - Healthcare Management Internship (1-4)
HCM 472 - Contemporary Issues in Healthcare Management
HCM 499 - Independent Studies in Healthcare (1-4)

Emergency Management:
SEMT 240 - Disaster Planning & Response (4)
SEMT 335 - Introduction to Emergency Management & Homeland Security (4)
SEMT 432 - Homeland Security: Theory & Practice at the Local Level (4)
SEMT 450 - Critical Incident Management (4)

ACADEMIC MINORS

Degree-seeking students can pursue one of our Academic Minors. See the section titled “Academic Minors.”
Program Chair, Garry McDaniel, Ed.D.
Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

Program available online through Franklin University.

Human resources management examines the role of the human element in work environments. It analyzes the policies and techniques employed in improving people’s effectiveness in the workplace, as well as in increasing satisfaction levels associated with those roles. Human resource policy involves the development, allocation, maintenance, and utilization of human resources. Human resources managers are engaged in developing the skills of workers to reach optimal efficiency and satisfaction; matching workers’ skills with their organizational roles; preserving the vigor of the working population through adequate support systems such as workers’ compensation and social security; and designing and implementing policies that help reduce inefficiencies, such as discriminatory practices.

The major in Human Resources Management focuses on the essential human resource issues confronting today’s workplaces. Through a combination of theoretical and practical studies, students will gain a fundamental understanding of staffing, training and development, employee relations, labor unions, compensation management, EEO/affirmative action and other legal aspects of employment, employee and organization development, diversity in the workplace and human resources strategies.

Students are encouraged to participate in the Franklin University chapter of the Society for Human Resources Management (SHRM). The group sponsors speaking events with experienced human resources professionals, and provides opportunities for networking and professional development.

Graduates of the Human Resources Management program will be able to:
1. Integrate Human Resources theories and concepts to determine the optimal strategic direction for an organization
2. Apply concepts and theories of compensation to realistic organizational situations
3. Analyze a workplace situation and create a training/development program to meet the needs of the organization
4. Evaluate an organization’s staffing requirements and recommend methods for improvement
5. Apply employee and labor relations concepts and theories to organizational situations

For more information on the Human Resources Management program, including career opportunities, program assessment and faculty, visit http://www.franklin.edu/human-resources-management-bachelors-degree-program.
OUTCOME MAP - HUMAN RESOURCE MANAGEMENT

A learning outcome map functions as a roadmap to help guide students’ progress through their program of study. It shows where each outcome is Introduced (I), Reinforced (R), and Assessed (A) within the program’s curriculum.

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<tr>
<th>PROGRAM LEARNING OUTCOMES</th>
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<td>HRM 401</td>
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<td>HRM 402</td>
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<td>HRM 495</td>
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</table>

BACHELOR OF SCIENCE (B.S.) HUMAN RESOURCES MANAGEMENT (124 SEMESTER HOURS)

FUNDAMENTAL GENERAL EDUCATION CORE (24 HOURS)
Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required)
Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra) *Choose MATH 215 Statistical Concepts.

Minimum of six semester hours of Sciences (two science courses, with one having a laboratory component) Choose from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines) Choose ECON 220 Introduction to Macroeconomics and also choose one from the Anthropology, Psychology, and Sociology disciplines, or American Government (POSC 204).
Minimum of six semester hours of Arts and Humanities
Choose from the Humanities discipline.

*Choose either MATH 140 Introduction to Quantitative Reasoning or MATH 150 Fundamental Algebra as the prerequisite. Both can count as a general education or University elective.

ADDITIONAL GENERAL EDUCATION REQUIREMENTS (12 HOURS)
PF 106 - Introduction to Spreadsheets (1)
PF 108 - Introduction to Databases (1)
PF 321 - Learning Strategies (2)
SPCH 100 - Speech Communication (4)
  OR COMM 150 - Interpersonal Communication (4)
ENG 320 - Business & Professional Writing (4)

BUSINESS CORE (28 HOURS)
ACCT 215 - Financial Accounting (4)
ACCT 225 - Managerial Accounting (4)
BSAD 220 - Business Law (4)
ECON 210 - Introduction to Microeconomics (4)
FINA 301 - Principles of Finance (4)
MGMT 312 - Principles of Management (4)
MKTG 300 - Marketing (4)

UNIVERSITY ELECTIVES (32 HOURS)*
Any undergraduate courses offered by the University except developmental education courses.

*A maximum of 6 credit hours of specific MBA or 8 credit hours of M.S. Human Resource Management courses can be substituted. Contact your Academic Advisor for information concerning the Joint B.S./MBA or B.S./M.S. Human Resource Management Programs of Study and graduate admission requirements.

MAJOR AREA (28 HOURS)
Required (24 hours)
HRM 300 - Human Resources Management (4)
HRM 301 - Staffing (4)
HRM 302 - Training and Development (4)
HRM 401 - Compensation & Benefits (4)
HRM 402 - Employee & Labor Relations (4)
HRM 495 - Strategic Human Resources Capstone (4)

Major Area Elective (4 hours)*
*Select 4 hours from the following:
BSAD 320 - Quantitative & Qualitative Methods for Decision-Making (4)
BSAD 476 - Global Business Issues (4)
ENTR 395 - Foundations of Entrepreneurship (4)
HRM 400 - Performance Management (4)
HRM 420 - Principles of Organizational Development (4)
MGMT 325 - Organizational Behavior (4)
PSYC 325 - Coaching in Organizations (4)

ACADEMIC MINORS
Degree-seeking students can pursue one of our Academic Minors. See the section titled “Academic Minors.”
Program Chair, Bradley Watson, Ph.D.
Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

Program available online through Franklin University and onsite at Urbana University.

A tremendous need exists for technical experts in Information Systems Analytics and Project Management. These experts help organizations with the systematic analysis of data to solve business and real world projects and problems. Learning and utilizing skills across computing, statistics and business, graduates of this program find employment in practically every industry including technology, healthcare, insurance, banking & finance, telecommunications and consulting.

Students will be able to choose one of two pathways: Analytics or Project Management.

Analytics refers to the process of collecting, analyzing and using data to generate insights that inform fact-based decision making. Organizations gain unprecedented opportunities in the way such insights are applied to drive outcomes and influence strategic directions. Students who choose this pathway gain from courses that cover data manipulation and information modeling, in addition to grasping a firm foundation in information systems.

Students who choose the Project Management pathway will be taught methodological approaches to conceptualizing, planning and executing projects from start to finish. Life cycle approaches focusing on requirements analysis and testing, as well as current and emerging approaches including agile, critical path and scrum are covered.

Foundational courses include database management, information systems architecture and technology, systems analysis and design, and introductory analytics.

Graduates of the Information Systems program will be able to:
1. Apply IS technology principles and tools to drive business strategies and outcomes.
2. Recognize and translate business needs into executable projects.
3. Evaluate current and emerging technologies to continuously meet business needs.
4. Perform quantitative and qualitative data analysis to drive business discussions.
5. Apply technology and systems principles to industry-specific scenarios.

For more information on the Information Systems program, including career opportunities, program assessment and faculty, visit http://www.franklin.edu/management-information-sciences-bachelors-degree-program.

TECHNOLOGY REQUIREMENTS:
Students in the Computer and Information Sciences Majors are expected to exceed the University’s General Technology Requirements, and may be required to purchase hardware and/or software with capabilities greater than the standard technology requirements. There will be software requirements that will be used to perform functions such as website development and business process documentation. Students should be prepared to invest in this software, and be able to install and uninstall it with-
out assistance. Courses with specific hardware and software requirements are detailed in the course syllabus under the “Required Materials” section.

To maximize the educational experience, Computer and Information Sciences students must have:

- **Current model computer (less than 2 years of age)**
- **DVD optical drive**
- **2 GB RAM minimum (4 GB+ recommended)**
- **Broadband access**
- **40 GB or higher of available hard drive space at the beginning of each term**

### OUTCOME MAP - INFORMATION SYSTEMS

A learning outcome map functions as a roadmap to help guide students’ progress through their program of study. It shows where each outcome is Introduced (I), Reinforced (R), and Assessed (A) within the program’s curriculum.

<table>
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FUNDAMENTAL GENERAL EDUCATION CORE (24 HOURS)
Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required) Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra) *Choose MATH 160 College Algebra.

Minimum of six semester hours of Sciences (two science courses, with one having a laboratory component) Choose from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines) Choose from the Anthropology, Economics, Psychology, and Sociology disciplines, or American Government (POSC 204).

Minimum of six semester hours of Arts and Humanities
Choose HUMN 211 Introduction to Ethical Analysis and Reasoning and one additional course from the Humanities discipline.

*Choose MATH 150 Fundamental Algebra as the prerequisite. Can count as a general education or University elective.

ADDITIONAL GENERAL EDUCATION REQUIREMENTS (14 HOURS)
MATH 280 - Introduction to Probability & Statistics (4)
PF 321 - Learning Strategies (2) or UNI 199 University Seminar (2)
SPCH 100 - Speech Communication (4)
OR COMM 150 - Interpersonal Communication (4)
ENG 220 - Research Writing: Exploring Professional Identities (4)

PROFESSIONAL CORE (24 HOURS)
• Database Fundamentals (COMP 281) (4)
• Programming Fundamentals (ITEC 136) (4)
• Information Systems Fundamentals (MIS 200) (4)

Students must have an additional 12 hours of coursework selected from business or technology, such as the following areas: Accounting, Computer Science, Human Resources, Information Technology, Management, Marketing, and Web Development. A maximum of 8 hours may be at the 100 level.

UNIVERSITY ELECTIVES (26 HOURS)*
Any undergraduate courses offered by the University except developmental education courses.
MAJOR AREA (36 HOURS)

Required (24 hours)
INFA 300 - Introduction to Analytics (4)
ITEC 430 - Information Technology Project Management (4)
MIS 310 - Information Systems Architecture & Technology (4)
MIS 360 - Enterprise-Wide Electronic Commerce (4)
MIS 400 - Systems Analysis & Design (4)
MIS 495 - Information Systems Capstone (4)

Major Area Elective (12 hours)*
Select 12 hours of any courses from within or across the suggested pathways listed.

Any prerequisites for major area elective courses must be honored.

Suggested Pathways

Information Analytics
INFA 350 - Data Manipulation & Visualization (4)
INFA 415 - Information Analytics Architecture (4)
INFA 420 - Information Modeling (4)

Project Management
COMM 335 - Communication in Groups & Teams (4)
ISPM 320 - Requirements Analysis & Testing (4)
ISPM 450 - Advanced Project Management (4)

Systems Analysis
INFA 415 - Information Analytics Architecture (4)
ISPM 320 - Requirements Analysis & Testing (4)
MIS 330 - System Integration Concepts & Practices (4)

ACADEMIC MINORS
Degree-seeking students can pursue one of our Academic Minors. See the section titled “Academic Minors.”
Program Chair, Todd A. Whittaker, M.S.
Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

Program available online through Franklin University.

The Information Technology program is offered to students interested in working independently at a business, maintaining established IT systems. The role needed is not wholesale development, but rather the need to keep an organization's IT system running by providing some customization of applications, integrating sub-systems into a whole, and maintaining day to day operations.

Franklin University’s curriculum will begin by adding depth to students existing IT knowledge and experience. Highlights include gaining knowledge of how to administer Windows Server 2008, Unix, Linux, Oracle 10g, Firewalls, Cisco switches and routers, IP addressing, WAN, and Wireless LAN. Students will also be introduced to programming languages like Perl, Shell, and PowerShell, and will be prepared to build, connect, and manage the systems and devices of major computing platforms.

In addition to these skills, Franklin will prepare IT students to effectively communicate the student’s work to business leadership, stakeholders, end users and others, enabling students to be their own IT champions for everything from daily operational activities to new technologies.

Graduates of the Information Technology program will be able to:
1. Be prepared to compete successfully in securing employment or progressing in their chosen field
2. Apply network design to small and medium-scale networks
3. Apply the foundations of management information systems to redesign and reshape organizations through the information systems that support them
4. Practice effective systems administration and scripting techniques
5. Apply current industry practices to the assessment of information systems in order to prepare, implement, and maintain security plans
6. Communicate effectively for a range of purposes and audiences

For more information on the Information Technology program, including career opportunities, program assessment and faculty, visit http://www.franklin.edu/information-technology-bachelors-degree-program. A discussion listserv is available for subscription by Information Technology majors at: http://listserv.franklin.edu/.

TECHNOLOGY REQUIREMENTS:
Students in the Computer and Information Sciences Majors are expected to exceed the University’s General Technology Requirements, and may be required to purchase hardware and/or software with capabilities greater than the standard technology requirements. There will be software requirements such as software development environments, operating systems, virtualization environments and tools, website development and business process documentation tools that will be used in various courses. Students should be prepared to invest in this software, and be able to install and uninstall it without assistance. Courses with specific hardware and software requirements are detailed in the course syllabus under the
To maximize the educational experience, Computer and Information Sciences students must have:

- **Current model computer (less than 2 years of age)**
- **DVD optical drive**
- **2 GB RAM minimum (4 GB+ recommended)**
- **Broadband access**
- **40 GB or higher of available hard drive space at the beginning of each term**

### OUTCOME MAP - INFORMATION TECHNOLOGY

A learning outcome map functions as a roadmap to help guide students’ progress through their program of study. It shows where each outcome is Introduced (I), Reinforced (R), and Assessed (A) within the program’s curriculum.

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<td>MIS 310</td>
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*These are elective courses and reinforce the outcomes, but all outcomes can be met through the major area curriculum.*
ASSOCIATE OF SCIENCE (A.S.) INFORMATION TECHNOLOGY
(64 SEMESTER HOURS)

FUNDAMENTAL GENERAL EDUCATION CORE (24 HOURS)
Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required)
Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra) *Choose MATH 160 College Algebra.

Minimum of six semester hours of Sciences (two science courses, with one having a laboratory component)
Choose from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines) Choose from the Anthropology, Economics, Psychology, and Sociology disciplines, or American Government (POSC 204).

Minimum of six semester hours of Arts and Humanities
Choose HUMN 211 Introduction to Ethical Analysis and Reasoning and also choose one from the Humanities discipline.

*Choose MATH 150 Fundamental Algebra as the prerequisite. Can count as a general education or University elective.

ADDITIONAL GENERAL EDUCATION REQUIREMENTS (12 HOURS)
PF 321 - Learning Strategies (2)
SPCH 100 - Speech Communication (4)
OR COMM 150 - Interpersonal Communication (4)
General Education Electives (6)

MAJOR AREA (24 HOURS)
COMP 101 - Problem Solving with Computing (2)
COMP 204 - Principles of Computer Networks (2)
COMP 281 - Database Management Systems (4)
ISEC 200 - Cyber Security Fundamentals (2)
ITEC 136 - Principles of Programming (4)
ITEC 275 - Computer Networks: Switching, Routing, & WANs (4)
MIS 200 - Management Information Systems (4)
WEBD 101 - Introduction to Web Page Construction (2)

UNIVERSITY ELECTIVES (4 HOURS)
Any undergraduate courses offered by the University except developmental education courses.
FUNDAMENTAL GENERAL EDUCATION CORE (24 HOURS)
Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required)
Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra) *Choose MATH 160 College Algebra.

Minimum of six semester hours of Sciences (two science courses, with one having a laboratory component) Choose from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines) Choose from the Anthropology, Economics, Psychology, and Sociology disciplines, or American Government (POSC 204).

Minimum of six semester hours of Arts and Humanities
Choose HUMN 211 Introduction to Ethical Analysis and Reasoning and also one from the Humanities discipline.

*Choose MATH 150 Fundamental Algebra as the prerequisite. Can count as a general education or University elective.

ADDITIONAL GENERAL EDUCATION REQUIREMENTS (15 HOURS)
PF 321 - Learning Strategies (2)
SPCH 100 - Speech Communication (4)
OR COMM 150 - Interpersonal Communication (4)
ENG 220 - Research Writing: Exploring Professional Identities (4)
MATH 280 - Introduction to Probability & Statistics (4)

INFORMATION TECHNOLOGY AREA (24 HOURS)
Programming Fundamentals Course (4)
Database Fundamentals Course (4)
Network Fundamentals Course (2)
Cybersecurity Fundamentals Course (2)

Students must have 12 hours of coursework in information technology.
Courses can be selected from the following technology related areas:

• Computer Graphics
• Operating Systems
• Networks
• Web Design & Implementation
• Multimedia Technologies
• Programming
• Other IT related course with approval from the Program Chair
UNIVERSITY ELECTIVES (26 HOURS)*
Any undergraduate courses offered by the University except developmental education courses.

*A maximum of 6 credit hours of specific MBA courses can be substituted. Contact your Academic Advisor for information concerning the Joint BS/MBA Programs of Study and graduate admission requirements.

MAJOR AREA (36 HOURS)
Required (28 hours)
ISEC 300 - Information Assurance (4)
ITEC 275 - Computer Networks: Switching, Routing, & WANs (4)
ITEC 400 - Linux Administration (4)
ITEC 430 - Information Technology Project Management (4)
ITEC 475 - Virtualization & Cloud Computing (4)
ITEC 495 - Information Technology Capstone (4)
MIS 310 - Information Systems Architecture & Technology (4)

Major Area Electives (8 hours)*
Select 8 hours from the following:

INFA 300 - Introduction to Analytics (4)
ISEC 325 - Communication & Network Security (4)
ISEC 350 - Security Risk Management (4)
ISPM 450 - Advanced Project Management (4)
ITEC 325 - Data Center Design & Administration (4)
ITEC 350 - Windows Administration (4)
ITEC 450 - Database Administration (4)

*Other 300 or 400 level courses may be selected from Computer Science, Information Security, Information Systems, Information Technology, or Web Development upon approval of the Program Chair.

ACADEMIC MINORS
Degree-seeking students can pursue one of our Academic Minors. See the section titled “Academic Minors.”
Program Chair, Daniel Bell, Ph.D.
Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

Program available online through Franklin University.

The Bachelor of Science major in Interactive Media Design is a degree completion program designed for those students who have associate’s degrees, or the equivalent coursework, in interactive media or a related area. The program is geared for students who are at points in their careers where they now need bachelor’s degrees to advance to the next level of achievement.

Students with associate’s degrees in interactive media, or the equivalent, can transfer credits to Franklin University and complete the requirements for the Bachelor of Science with a major in Interactive Media Design. The major will accept students who have the equivalent of an associate’s degree that includes 24 semester credits of courses in interactive media, web design, animation, or other related technology from an accredited institution.

The Interactive Media Design major offers a combination of design, technology, and project management courses that develop the ability to apply technology and design skills to develop interactive training, advertising, and entertainment tools essential in a wide range of settings such as advertising agencies, educational organizations, media groups, and other professional situations.

Graduates with a degree in Interactive Media Design will be able to:
1. Manage the design and development process for interactive media projects
2. Apply team dynamics to collaborate effectively in design teams to design and development interactive media
3. Apply technical, organizational, and creative skills to produce interactive media training materials
4. Apply technical, organizational, and creative skills to produce interactive media advertising materials
5. Apply technical, organizational, and creative skills to produce interactive media entertainment activities

For more information on the Interactive Media Design program, including career opportunities, program assessment and faculty, visit http://www.franklin.edu/interactive-media-design-bachelors-degree-program.

TECHNOLOGY REQUIREMENTS:
Interactive Media Design students are expected to exceed the University’s General Technology Requirements, and may be required to purchase hardware and/or software with capabilities greater than the standard technology requirements. Students should be prepared to invest in additional software, and be able to install and uninstall it without assistance. Courses with specific hardware and software requirements are detailed in the course syllabus under the “Required Materials” section.

To maximize the educational experience, students must have:

- Current model computer (less than 2 years of age)
- DVD optical drive
- 2 GB RAM minimum (4 GB+ recommended)
- Broadband access
- 40 GB or higher of available hard drive space at the beginning of each term
Adobe Creative Suite 4 or newer
Franklin University’s Interactive Media Design degree completion program enables students with interactive media related coursework to complete the Bachelor of Science degree. Students who meet lower division requirements that include a 24-semester hour core and/or related experience, demonstrated by a portfolio of work, are admitted into the Interactive Media Design major with approval from the Program Chair. The 24 hours must consist of an identifiable core of work indicative of mastery in an interactive media discipline, area, or field.

**BACHELOR OF SCIENCE (B.S.) INTERACTIVE MEDIA DESIGN (120 SEMESTER HOURS)**

Students entering the major with an Associate of Applied Science (A.A.S.) or technical training and other college credit must satisfy General Education requirements listed below for a total of 50 hours in General Education.

**FUNDAMENTAL GENERAL EDUCATION CORE (24 HOURS)**
Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required)
Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra)*
Choose from MATH 160 College Algebra, MATH 210 Finite Mathematics, or MATH 215 Statistical Concepts.
Minimum of six semester hours of Sciences (two science courses, with one having a laboratory component) Choose from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines) Choose from the Anthropology, Economics, Psychology, and Sociology disciplines, or American Government (POSC 204).

Minimum of six semester hours of Arts and Humanities
Choose from the Humanities discipline.

*Choose MATH 150 Fundamental Algebra as the prerequisite. Can count as a general education or University elective.

ADDITIONAL GENERAL EDUCATION REQUIREMENTS (12 HOURS)
PF 106 - Introduction to Spreadsheets (1)
PF 108 - Introduction to Databases (1)
PF 321 - Learning Strategies (2)
SPCH 100 - Speech Communication (4)
   OR COMM 150 - Interpersonal Communication (4)
ENG 220 - Research Writing: Exploring Professional Identities (4)

TECHNICAL CREDIT (24 HOURS)
• Web Design Fundamentals (at least 3 semester hours)
• Graphic Design Fundamentals (at least 3 semester hours)
• Interactive Design Fundamentals (at least 3 semester hours)*

Students must have at least 15 hours of coursework in interactive media. Courses can be selected from the following related areas:

• Web Design
• Interactive Media
• Flash Animation
• Media Design

*Course should incorporate Flash or similar technology

UNIVERSITY ELECTIVES (24 HOURS)
Any undergraduate courses offered by the University except developmental education courses.

MAJOR AREA (36 HOURS)
COMM 335 - Communication in Groups & Teams (4)
COMP 325 - Human Computer Interaction (4)
GRPH 310 - Advanced Graphic Design (4)
IMD 300 - Digital Media Design (4)
IMD 400 - Interactive Media Design for Training & Instruction (4)
IMD 430 - Interactive Media Design for Entertainment (4)
IMD 450 - Interactive Media Design for Advertising (4)
IMD 490 - Interactive Media Design Practicum (4)
IMD 495 - Interactive Media Capstone (4)

ACADEMIC MINORS
Degree-seeking students can pursue one of our Academic Minors. See the section titled “Academic Minors.”
Program Chair, Brian Gregory, Ph.D.
Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

Program available online through Franklin University.

Logistics Management involves the design, planning, execution, control, and monitoring of supply chains. Professionals in the field are engaged in demand planning, procurement, supply chain optimization, strategic sourcing, transportation and logistics, and materials inventory management. Logistics managers are well-versed in the design of efficient supply chains.

The Bachelor of Science major in Logistics Management exposes the student to various strategies for designing efficient and environmentally-friendly supply chains, and focuses on their creation, development and growth. Real-world application of Logistics Management theory and principles is built into all program course work. Students will learn about different transportation methods, inventory management, purchasing, tracking, and supply chain management. This degree program and its curriculum includes the skills and competencies utilized in management positions such as warehouse manager, transportation manager, and purchasing manager.

Graduates of the Logistics Management program will be able to:

1. Incorporate efficiently the different variables that make up a supply chain;
2. Incorporate the business needs into an efficient supply chain
3. Analyze the essential functions needed in a supply chain
4. Analyze and lead the key initiatives necessary to make supply chains efficient
5. Design state-of-the art supply chains

For more information on the Logistics Management program, including career opportunities, program assessment and faculty, visit http://www.franklin.edu/logistics-management-degree-program.
A learning outcome map functions as a roadmap to help guide students’ progress through their program of study. It shows where each outcome is Introduced (I), Reinforced (R), and Assessed (A) within the program’s curriculum.

### PROGRAM LEARNING OUTCOMES

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### BACHELOR OF SCIENCE (B.S.) LOGISTICS MANAGEMENT

#### FUNDAMENTAL GENERAL EDUCATION CORE (24 HOURS)

Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required)

Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra)

*Choose MATH 215 Statistical Concepts.

Minimum of six semester hours of Sciences (two science courses, with one having a laboratory component)

Choose from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines)

Choose ECON 220 Introduction to Macroeconomics and also choose one from the Anthropology, Psychology, and Sociology disciplines, or American Government (POSC 204).
Minimum of six semester hours of Arts and Humanities
Choose HUMN 211 Introduction to Ethical Analysis and Reasoning and also choose one or more from the Humanities discipline.

*Choose either MATH 140 Introduction to Quantitative Reasoning or MATH 150 Fundamental Algebra as the prerequisite. Both can count as a general education or University elective.

ADDITIONAL GENERAL EDUCATION REQUIREMENTS (12 HOURS)
PF 106 - Introduction to Spreadsheets (1)
PF 108 - Introduction to Databases (1)
PF 321 - Learning Strategies (2)
SPCH 100 - Speech Communication (4)
OR COMM 150 - Interpersonal Communication (4)
General Education Electives (4)

BUSINESS CORE (28 HOURS)
ACCT 215 - Financial Accounting (4)
ACCT 225 - Managerial Accounting (4)
BSAD 220 - Business Law (4)
ECON 210 - Introduction to Microeconomics (4)
FINA 301 - Principles of Finance (4)
MGMT 312 - Principles of Management (4)
MKTG 300 - Marketing (4)

UNIVERSITY ELECTIVES (20 HOURS)
Any courses offered by the University except developmental education courses.

TECHNICAL CREDIT (20 HOURS)
20 credit hours in a related discipline from transfer credit.

MAJOR AREA (20 HOURS)
OSCM 378 - Business Modeling (4)
OSCM 450 - Supply Chain Management (4)
OSCM 455 - Transportation & Logistics Management (4)
OSCM 458 - Purchasing & Inventory Management (4)
LOGI 495 - Logistics Management Capstone (4)

ACADEMIC MINORS
Degree-seeking students can pursue one of our Academic Minors. See the section titled “Academic Minors.”
Management & Leadership Major

Program Chair, Timothy F. Reymann, Ph.D.
Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

Program available online through Franklin University.

The Management & Leadership program focuses on the key skills employed by highly-effective managers and leaders. The field investigates how individual and organizational effectiveness is achieved through critical gains in productivity, profitability and satisfaction.

Franklin University's Bachelor of Science major in Management & Leadership provides core knowledge and competency development in the areas of transformational leadership, organizational behavior and development, change management, cultural and performance enhancement, and human resource management. The program includes coursework from the disciplines of Accounting, Business Administration, Finance, Human Resources Management, Management, and Marketing. Students will gain a combination of cross-discipline knowledge and hands-on experience.

Graduates of the Management & Leadership program will be able to:

1. Analyze organizational culture and evaluate its impact on an organizational performance
2. Analyze the organizational behavior of a department or business and recommend changes for improvement
3. Analyze, recommend, and apply change management processes to real world situations
4. Create a leadership development plan through the integration of transformational leadership theory
5. Integrate management and leadership theories and concepts to determine the optimal strategic direction for an organization

For more information on the Management & Leadership program, including career opportunities, program assessment and faculty, visit [http://www.franklin.edu/management-leadership-bachelors-degree-program](http://www.franklin.edu/management-leadership-bachelors-degree-program).
FUNDAMENTAL GENERAL EDUCATION CORE (24 HOURS)
Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required) Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra) *Choose MATH 215 Statistical Concepts.

Minimum of six semester hours of Sciences (two science courses, with one having a laboratory component) Choose from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines) Choose ECON 220 Introduction to Macroeconomics and also choose one from the Anthropology, Psychology, and Sociology disciplines, or American Government (POSC 204).

Minimum of six semester hours of Arts and Humanities Choose from the Humanities discipline.
*Choose either MATH 140 Introduction to Quantitative Reasoning or MATH 150 Fundamental Algebra as the prerequisite. Both can count as a general education or University elective.

ADDITIONAL GENERAL EDUCATION REQUIREMENTS (12 HOURS)
PF 106 - Introduction to Spreadsheets (1)
PF 108 - Introduction to Databases (1)
PF 321 - Learning Strategies (2)
SPCH 100 - Speech Communication (4)
OR COMM 150 - Interpersonal Communication (4)
ENG 320 - Business & Professional Writing (4)

BUSINESS CORE (28 HOURS)
ACCT 215 - Financial Accounting (4)
ACCT 225 - Managerial Accounting (4)
BSAD 220 - Business Law (4)
ECON 210 - Introduction to Microeconomics (4)
FINA 301 - Principles of Finance (4)
MGMT 312 - Principles of Management (4)
MKTG 300 - Marketing (4)

UNIVERSITY ELECTIVES (28 HOURS)*
Any undergraduate courses offered by the University except developmental education courses.

*A maximum of 6 credit hours of specific MBA or 8 credit hours of M.S. Marketing & Communication courses can be substituted. Contact your Academic Advisor for information concerning the Joint BS/MBA or BS/MCM Programs of Study and graduate admission requirements.

MAJOR AREA (32 HOURS)
Required (20 hours)
MGMT 325 - Organizational Behavior (4)
MGMT 425 - Organizational Change (4)

Major Area Electives (12 hours)*
*Select 12 hours from the following:
COMM 335 - Communication in Groups & Teams (4)
ENTR 395 - Foundations of Entrepreneurship (4)
HRM 302 - Training & Development (4)
HRM 400 - Performance Management (4)
HRM 420 - Principles of Organizational Development (4)
MGMT 410 - Management & Leadership Internship (1-4)
MGMT 480 - Special Topics in Management & Leadership (1-4)
MGMT 499 - Independent Studies in Management & Leadership (1-4)
OSCM 390 - Operations Management (4)
PBRL 445 - Public Relations & Promotional Strategy (4)
PSYC 310 - The Psychology of Personal Development (4)
PSYC 325 - Coaching in Organizations (4)
SOCL 345 - Sociology of Work and Organizations (4)

ACADEMIC MINORS

Degree-seeking students can pursue one of our Academic Minors. See the section titled “Academic Minors.”
Program Chair, R. Bruce Ramsey, M.S.C., M.B.A.
Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

Program available online through Franklin University.

Marketing is an innovative and interdisciplinary field that draws upon economics, psychology, social psychology and technology. Marketers are responsible for understanding consumer needs and wants, quantifying the market demand, directing the production of goods and services that fulfill that demand, and communicating the product’s value in an effective, compelling way.

The Bachelor of Science major in Marketing curriculum includes courses in business, social and behavioral sciences, humanities, communications and technology. Industry leaders and professionals are represented among program faculty, and play a central role in the Program Advisory Board charged with maintaining a leading-edge curriculum.

The major focuses on the development of the marketing skills required to succeed in the digital age conducting and analyzing consumer behavioral research, persuasive and promotional strategies, social media and web marketing. Students prepare for careers in market research and consumer behavior, brand management, promotional strategy, social media and content marketing, marketing analytics, marketing strategy, and search engine optimization and marketing (SEO and SEM).

Graduates of the Marketing program will be able to:

1. Demonstrate knowledge of foundational terms, concepts, principles, and theories of the marketing profession.
2. Use consumer behavior constructs and marketing research methods to access information needs and to collet, analyze, and interpret data.
3. Apply promotional tactics to shape product image and the purchase decision.
4. Analyze and evaluate the design, development, implementation of digital marketing initiatives.
5. Create and present a strategic marketing plan.

For more information on the Marketing program, including career opportunities, program assessment and faculty, visit http://www.franklin.edu/marketing-bachelors-degree-program.
A learning outcome map functions as a roadmap to help guide students’ progress through their program of study. It shows where each outcome is Introduced (I), Reinforced (R), and Assessed (A) within the program’s curriculum.

### PROGRAM LEARNING OUTCOMES

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Students are encouraged to consider selecting Public Relations or Web Development as an academic minor. Relevant coursework from these two programs is listed below.

**Public Relations**
- Public Relations
- Media Research and Writing
- Media & Crisis Communication
- Public Relations & Promotional Strategy

**Web Development**
- Fundamentals of Graphic Design
- Web Information Systems Programming
- Advanced Client Side Development
- Advanced Server Side Development

Students are encouraged to participate in career-relevant internships with businesses, government agencies and not-for-profit organizations. These positions provide professional training and work experience and may result in full-time employment. University personnel can help students identify and select internship opportunities.
FUNDAMENTAL GENERAL EDUCATION CORE (24 HOURS)
Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required)
Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra) *Choose MATH 215 Statistical Concepts.

Minimum of six semester hours of Sciences (two science courses, with one having a laboratory component)
Choose from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines)
Choose ECON 220 Introduction to Macroeconomics and also choose one from the Anthropology, Psychology, and Sociology disciplines, or American Government (POSC 204).

Minimum of six semester hours of Arts and Humanities
Choose from the Humanities discipline.

*Choose either MATH 140 Introduction to Quantitative Reasoning or MATH 150 Fundamental Algebra.
Both can count as a general education or University elective.

ADDITIONAL GENERAL EDUCATION REQUIREMENTS (12 HOURS)
PF 106 - Introduction to Spreadsheets (1)
PF 108 - Introduction to Databases (1)
PF 321 - Learning Strategies (2)
SPCH 100 - Speech Communication (4)
OR COMM 150 - Interpersonal Communication (4)
ENG 320 - Business & Professional Writing (4)

BUSINESS CORE (28 HOURS)
ACCT 215 - Financial Accounting (4)
ACCT 225 - Managerial Accounting (4)
BSAD 220 - Business Law (4)
ECON 210 - Introduction to Microeconomics (4)
FINA 301 - Principles of Finance (4)
MGMT 312 - Principles of Management (4)
MKTG 300 - Marketing (4)

UNIVERSITY ELECTIVES (32 HOURS)*
Any undergraduate courses offered by the University except developmental education courses.

*A maximum of 6 credit hours of specific MBA or 8 credit hours of M.S. Marketing & Communication courses
can be substituted. Contact your Academic Advisor for information concerning the Joint B.S./MBA or B.S./M.S. Marketing & Communication Programs of Study and graduate admission requirements.

MAJOR AREA (28 HOURS)

**Required (20 hours)**
- MKTG 320 - Promotion (4)
- MKTG 330 - Marketing Behavior (4)
- MKTG 332 - Marketing Research (4)
- MKTG 340 - Digital Marketing (4)
- MKTG 495 - Integrated Marketing (4)

**Major Area Electives (8 hours)**
*Select 8 hours from the following:
- MKTG 345 - Social Media Marketing (4)
- MKTG 410 - Marketing Internship (1-4)
- MKTG 415 - Search Engine Marketing (4)
- MKTG 430 - Customer Relationship Management (4)
- MKTG 435 - Digital Marketing Analytics (4)
- MKTG 450 - Global Marketing (4)
- MKTG 480 - Special Topics in Marketing (1-4)

**ACADEMIC MINORS**

Degree-seeking students can pursue one of our Academic Minors. See the section titled “Academic Minors.”
Bachelor of Science in Nursing  
Completion Program for Registered Nurses (RN-BSN)

Program Chair, Gail Baumlein, Ph.D., MSN, RN, CNS, CNE, ANEF  
Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

Program available online through Franklin University.

The practice of nursing draws on contemporary theory in the areas of healthcare management, health informatics, healthcare law and ethics, community health, clinical performance, personalized medicine, and health assessment.

The RN-BSN program offers licensed RNs the opportunity to further their professional nursing education in an online program designed to build on students' basic nursing knowledge and experience. The BSN is awarded upon completion of a prescribed curriculum that includes transfer and technical (advanced standing) credits from an Associate's degree, or diploma in Nursing program.

The outcomes established for graduates of the Commission on Collegiate Nursing Education-accredited RN-BSN program are derived from the American Association of Colleges of Nursing Essentials of Baccalaureate Education for Professional Nursing Practice.

Graduates of the program will be able to:

1. Integrate theories and concepts from arts, humanities, and sciences to develop a foundation for holistic nursing practice.
2. Apply leadership concepts, skills, and decision-making in the provision of quality nursing care, multidisciplinary collaboration, and the oversight and accountability for care delivery.
3. Integrate current evidence including nursing and healthcare research to ground nursing practice and promote high quality patient care outcomes.
4. Apply knowledge and skills in information management and patient care technology to improve patient care outcomes and create a safe care environment.
5. Demonstrate knowledge of the influences of healthcare policy, finance, and regulatory environments including local, state, national, and global healthcare trends on nursing practice and the healthcare system.
6. Employ effective communication in interactions with healthcare professionals, individuals, and groups to advocate for high quality and safe patient care.
7. Apply the principles of health promotion and disease prevention across the health-illness continuum to improve the health of individuals, families, groups, communities, and populations.
8. Incorporate professional standards, and the values of caring, ethics, integrity, altruism and social justice in the practice of nursing.
9. Assume roles in nursing practice and leadership to provide high quality and safe care to culturally diverse individuals, families, groups, communities, and populations across the lifespan and across the continuum of healthcare environments.

For more information on the Nursing program, including career opportunities, program assessment and faculty, visit [http://www.franklin.edu/nursing-rn-bsn-bachelors-degree-program](http://www.franklin.edu/nursing-rn-bsn-bachelors-degree-program).
OUTCOME MAP - NURSING

A learning outcome map functions as a roadmap to help guide students’ progress through their program of study. It shows where each outcome is Introduced (I), Reinforced (R), and Assessed (A) within the program’s curriculum.

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ADMISSION CRITERIA

Applicant must be a graduate of an associate degree or diploma in nursing program that is recognized by the U.S. Department of Education, or the equivalent if a graduate from a program outside of the U.S. In addition, applicants must hold a current RN license in the U.S. or in a jurisdiction that is an associate member of the National Council of State Boards of Nursing (NCSBN). Applicants holding the equivalent of RN licensure or certification outside of the U.S must submit a Credential Evaluation Services (CES) Academic Report from the Council on Graduates of Foreign Nursing Schools (CGFNS). All students must maintain licensure throughout the program of study. A minimum grade of “C” or better is required in all required prerequisite courses.

BACHELOR OF SCIENCE IN NURSING (B.S.N.) (120 SEMESTER HOURS)

FUNDAMENTAL GENERAL EDUCATION CORE (24 HOURS)
Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required) Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra) *Choose from MATH 160 College Algebra, MATH 210 Finite Mathematics, or MATH 215 Statistical Concepts (MATH 215 is recommended).
Minimum of six semester hours of Sciences (two science courses, with one having a laboratory component)
Choose from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines) Choose from the Anthropology, Economics, Psychology, and Sociology disciplines, or American Government (POSC 204).

Minimum of six semester hours of Arts and Humanities
Choose from the Humanities discipline.

*Choose MATH 150 Fundamental Algebra. Can count as a general education or University elective.

ADDITIONAL GENERAL EDUCATION REQUIREMENTS (12 HOURS)
PF 321 - Learning Strategies (2)
SPCH 100 - Speech Communication (4)
  OR COMM 150 - Interpersonal Communication (4)
General Education Electives (6)

UNIVERSITY ELECTIVES (26 HOURS)
Any undergraduate courses offered by the University except developmental education courses.

TECHNICAL CREDIT (24 HOURS)
24 credit hours of transfer credit from an accredited associate degree nursing program.

MAJOR AREA (34 HOURS)
HIM 350 - Health Informatics (4)
  OR HIM 702 - Health Information Governance (4)*
HCM 442 - Legal Aspects of Healthcare Management (4)
  OR HCM 742 - Healthcare Laws and Ethics (4)*
  OR HCM 752 - Health Policy (4)*
NURS 310 - Transition to Professional Nursing (4)
NURS 325 - Health Assessment & Promotion (4)
NURS 425 - Genetics in Nursing & Healthcare (2)
NURS 435 - Nursing Research & Evidence Based Practice (4)
NURS 445 - Community Health Nursing (4)
NURS 455 - Leadership & Management for Professional Nurses (4)
NURS 498 - Nursing Capstone (4)

*Current Franklin students are eligible to take up to 8 credit hours of graduate coursework toward fulfillment of the undergraduate degree requirements. Contact your Academic Advisor for more information about this opportunity.

ACADEMIC MINORS
Degree-seeking students can pursue one of our Academic Minors. See the section titled “Academic Minors.”
Program Chair, Brian Gregory, Ph.D.
Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

Program available online through Franklin University.

Operations & Supply Chain Management comprises the design, planning, execution, control, and monitoring of operations and supply chain activities with a focus on the areas of demand planning, quality management, procurement, supply chain optimization, strategic sourcing, transportation and logistics, and materials and inventory management. Managers are concerned with each step involved in providing a product or service, and must be familiar with all facets of their company’s operations.

The Bachelor of Science major in Operations & Supply Chain Management exposes students to today’s quality management methods such as Six Sigma, Total Quality Management (TQM), Theory of Constraints, and production practices like “Lean” and “Just in time” (JIT). Students learn how to direct transportation, logistics, outsourcing, and other operations functions while enhancing project and program management skills. The curriculum includes strategies to integrate planning for the challenges of climate change into the supply chain, from green-friendly product design and material sourcing to responsible end-of-life management. An emphasis on real world application of operations and supply chain management’s theory and principles is built into all program coursework.

Graduates of the Operations & Supply Chain Management program will be able to:

1. Build network models using Linear Programming methods and software
2. Create plans to optimize manufacturing and service processes with minimal impact on the environment
3. Produce quality standards for manufacturing and service processes that meet customer requirements
4. Design efficient supply chains
5. Create processes for moving resources efficiently between locations
6. Formulate efficient ways to acquire and store resources
7. Explain the principles and processes required to efficiently manage multiple projects
8. Design a program plan for the development of a product

For more information on the Operations & Supply Chain Management program, including career opportunities, program assessment and faculty, visit http://www.franklin.edu/operations-supply-chain-management-bachelors-degree-program.
OUTCOME MAP - OPERATIONS SUPPLY CHAIN MANAGEMENT

A learning outcome map functions as a roadmap to help guide students’ progress through their program of study. It shows where each outcome is Introduced (I), Reinforced (R), and Assessed (A) within the program’s curriculum.

PROGRAM LEARNING OUTCOMES

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BACHELOR OF SCIENCE (B.S.) OPERATIONS & SUPPLY CHAIN MANAGEMENT (126 SEMESTER HOURS)

FUNDAMENTAL GENERAL EDUCATION CORE (24 HOURS)

Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required)
Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra) *Choose MATH 215 Statistical Concepts.

Minimum of six semester hours of Sciences (two science courses, with one having a laboratory component) Choose from the Science discipline.
Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines) Choose ECON 220 Introduction to Macroeconomics and also choose one from the Anthropology, Psychology, and Sociology disciplines, or American Government (POSC 204).

Minimum of six semester hours of Arts and Humanities
Choose HUMN 211 Introduction to Ethical Analysis and Reasoning and also choose one or more from the Humanities discipline.

*Choose either MATH 140 Introduction to Quantitative Reasoning or MATH 150 Fundamental Algebra. Both can count as a general education or University elective.

ADDITIONAL GENERAL EDUCATION REQUIREMENTS (12 HOURS)
PF 106 - Introduction to Spreadsheets (1)
PF 108 - Introduction to Databases (1)
PF 321 - Learning Strategies (2)
SPCH 100 - Speech Communication (4)
   OR COMM 150 - Interpersonal Communication (4)
General Education Electives (4)

BUSINESS CORE (28 HOURS)
ACCT 215 - Financial Accounting (4)
ACCT 225 - Managerial Accounting (4)
BSAD 220 - Business Law (4)
ECON 210 - Introduction to Microeconomics (4)
FINA 301 - Principles of Finance (4)
MGMT 312 - Principles of Management (4)
MKTG 300 - Marketing (4)

UNIVERSITY ELECTIVES (22 HOURS)*
Any courses offered by the University except developmental education courses.

*A maximum of 6 credit hours of specific MBA can be substituted. Contact your Academic Advisor for information concerning the Joint BS/MBA Programs of Study and graduate admission requirements.

MAJOR AREA (40 HOURS)
BSAD 320 - Quantitative & Qualitative Methods for Decision-Making (4)
MGMT 325 - Organizational Behavior (4)
OSCM 378 - Business Modeling (4)
OSCM 390 - Operations Management (4)
OSCM 440 - Quality Management (4)
OSCM 450 - Supply Chain Management (4)
OSCM 455 - Transportation & Logistics Management (4)
OSCM 458 - Purchasing & Inventory Management (4)
OSCM 491 - Integrated Project Management (4)
OSCM 495 - Operations & Supply Chain Management Capstone (4)

ACADEMIC MINORS
Degree-seeking students can pursue one of our Academic Minors. See the section titled “Academic Minors.”
Program Chair, Alex Heckman, MPA., Ph.D.
Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

Program available online through Franklin University.

The Bachelor of Science with a major in Public Administration is a multidisciplinary major that uniquely prepares students for administrative and management positions in government and nonprofit organizations. Students learn to apply professional concepts and values essential to effective public administration. Students also learn analytical, management, and leadership approaches for effectively navigating the American political system, managing and improving mission-driven organizations, and acting in the public and community interest.

Graduates of the Public Administration program will be able to:

1. Examine the impact of government institutions and the political system on program implementation and administrative decision making in public and nonprofit organizations
2. Apply legal and ethical principles for administrative decision making
3. Analyze administrative situations using public administration concepts and organizational theories and principles of management from multiple disciplines
4. Create and present credible arguments using multiple media
5. Analyze budget and financial information for administrative decision making and reporting
6. Apply leadership and management skills

For more information on the Public Administration program, including career opportunities, program assessment and faculty, visit [http://www.franklin.edu/public-administration-bachelors-degree-program](http://www.franklin.edu/public-administration-bachelors-degree-program).

### OUTCOME MAP - PUBLIC ADMINISTRATION

A learning outcome map functions as a roadmap to help guide students’ progress through their program of study. It shows where each outcome is Introduced (I), Reinforced (R), and Assessed (A) within the program’s curriculum.

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BACHELOR OF SCIENCE (B.S.) PUBLIC ADMINISTRATION  
(120 SEMESTER HOURS)

FUNDAMENTAL GENERAL EDUCATION CORE (24 HOURS)
Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required)
Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra) *Choose MATH 215 Statistical Concepts.

Minimum of six semester hours of Sciences (two science courses, with one having a laboratory component) Choose from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines) Choose POSC 204 American Government and POSC 206 State and Local Government.

Minimum of six semester hours of Arts and Humanities
Choose HUMN 211 Introduction to Ethical Analysis and Reasoning and also choose one or more from the Humanities discipline.

*Choose either MATH 140 Introduction to Quantitative Reasoning or MATH 150 Fundamental Algebra. Both can count as a general education or University elective.

ADDITIONAL GENERAL EDUCATION REQUIREMENTS (12 HOURS)
PF 106 - Introduction to Spreadsheets (1)
COMM 107 – Introduction to Web Presentation & Publishing (1)
   OR COMM 205 – Communication Design (1)
PF 321 - Learning Strategies (2)
SPCH 100 - Speech Communication (4)
   OR COMM 150 - Interpersonal Communication (4)
ENG 220 - Research Writing: Exploring Professional Identities (4)

PROFESSIONAL CORE (20 HOURS)
ACCT 215 - Financial Accounting (4)
COMM 321 - Organizational Communication (4)
   OR COMM 335 - Communication in Groups & Teams (4)
HRM 300 - Human Resource Management (4)
MIS 200 - Management Information Systems (4)
ENG 320 - Business & Professional Writing (4)

UNIVERSITY ELECTIVES (25 HOURS)*
Any courses offered by the University except developmental education courses.

MAJOR AREA (39 HOURS)
**Required (23 hours)**
AMGT 450 - Organizational Supervision (4)
HRM 400 - Performance Management (4)
POSC 405 - Constitutional Law (3)
PUAD 305 - Introduction to Public Administration (4)
   OR PUAD 701 - Foundations of Government & Nonprofit Administration (4)
PUAD 420 - Government & Nonprofit Budgeting (4)
   OR PUAD 740 - Financial Management & Budgeting (4)
PUAD 495 - Public Administration Capstone (4)

MAJOR AREA ELECTIVES (16 HOURS)

Suggested Pathways:

**Criminal Justice:**
CJAD 210 - Introduction to Criminal Justice Administration (4)
CJAD 240 - Introduction to Criminology (4)
CJAD 450 - Criminal Justice Management & Administration (4)
CJAD 455 - Ethics in the Criminal Justice System (4)

**Pre-Law:**
ENG 406 - Advanced Composition (3)
HUMN 210 - Introduction to Logic & Critical Thinking Skills (2)
BSAD 220 - Business Law (4)
CJAD 310 - Courts and Criminal Procedure (4)
CJAD 455 - Ethics in the Criminal Justice System (4)

**Recreation & Sport Management:**
EXS 140 - Foundations, Principles and History of Sport (3)
EXS 203 - Sport and Society (3)
EXS 423 - Organization and Administration of Sports Programs (3)
SPM 207 - Principles of Sport Management (3)
SPM 305 - Sports Marketing (3)
SPM 450 - Managing Athletic Programs (3)

Select 16 hours of coursework from within or across any subject area offered at the University. Suggested pathways are to take the courses listed for any one of Franklin’s undergraduate academic minors. Please note that these courses will only count toward the Public Administration major and not towards a minor. POSC 204 and PUAD 305 must be completed before taking any major area elective courses, and any prerequisite requirements must be honored.

**ACADEMIC MINORS**

Degree-seeking students can pursue one of our Academic Minors. See the section titled “Academic Minors.”
Program Chair, Michael W. Posey, Ph.D.
Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

Program available online through Franklin University.

When it comes to organizations and individuals operating in the public eye, managing information flow and maintaining a positive image in the marketplace is paramount to achieving a favorable public opinion. Franklin University’s Public Relations program is designed to provide students a solid foundation of knowledge about the public relations industry as well as the skill sets specific to today’s public relations professionals.

Courses in this curriculum cultivate in-demand skills such as publicity, promotions and special events, crisis management, media and community relations, and internal communications. Emphasis is placed on four central areas of the profession - relationship building, advocacy, ethics, and communication.

Students in this major will apply their knowledge of public relations in developing PR campaigns, managing media relations, developing image and identity, and improving the effectiveness of external communications in various settings. Students will learn to write for a multitude of media and will utilize the latest technology to conduct their public relations efforts; thereby producing a customized portfolio of public relations experiences. Students will also have the opportunity to participate in project based internships to gain practical experience in the field.

Graduates of the Public Relations program will be able to:

1. Acquire the knowledge and skills necessary to be an effective public relations professional
2. Demonstrate the ability to integrate and apply conceptual and technical competencies within public relations contexts
3. Apply appropriate communication skills to systematically address public relations issues within a societal, cultural, and environmental context
4. Acquire practical, real-life experience within a public relations context

For more information on the Public Relations program, including career opportunities, program assessment and faculty, visit http://www.franklin.edu/public-relations-bachelors-degree-program.
OUTCOME MAP - PUBLIC RELATIONS

A learning outcome map functions as a roadmap to help guide students' progress through their program of study. It shows where each outcome is Introduced (I), Reinforced (R), and Assessed (A) within the program's curriculum.

PROGRAM LEARNING OUTCOMES

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ASSOCIATE OF SCIENCE (A.S.) PUBLIC RELATIONS (64 SEMESTER HOURS)

FUNDAMENTAL GENERAL EDUCATION CORE (24 HOURS)
Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required)
Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra) *Choose from MATH 160 College Algebra, MATH 210 Finite Mathematics, or MATH 215 Statistical Concepts.

Minimum of six semester hours of Sciences (two science courses, with one having a laboratory component) Choose from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines) Choose PSYC 110 General Psychology and also choose one from the Anthropology, Economics, and Sociology disciplines, or American Government (POSC 204).

Minimum of six semester hours of Arts and Humanities
Choose HUMN 210 Introduction to Logic and Critical Thinking Skills and also choose one or more from the
Humanities discipline.

*Choose MATH 150 Fundamental Algebra. Can count as a general education or University elective.

**ADDITIONAL GENERAL EDUCATION REQUIREMENTS (12 HOURS)**
- HUMN 211 - Introduction to Ethical Analysis & Reasoning (2)
- PF 321 - Learning Strategies (2)
- SOCL 110 - Introduction to Sociology (4)
- SPCH 100 - Speech Communication (4)

**PROFESSIONAL CORE (12 HOURS)**
- COMM 150 - Interpersonal Communication (4)
- MKTG 300 - Marketing (4)
- ENG 320 - Business & Professional Writing (4)

**MAJOR AREA (12 HOURS)**
- PBRL 325 - Public Relations (4)
- PBRL 350 - Media Research & Writing (4)
- PBRL 425 - Crisis & Media Communication (4)

**UNIVERSITY ELECTIVES (4 HOURS)**
Any undergraduate courses offered by the University except for developmental education courses.

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**BACHELOR OF SCIENCE (B.S.) PUBLIC RELATIONS (120 SEMESTER HOURS)**

**FUNDAMENTAL GENERAL EDUCATION CORE (24 HOURS)**
Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required)
Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra) *Choose from MATH 160 College Algebra, MATH 210 Finite Mathematics, or MATH 215 Statistical Concepts.

Minimum of six semester hours of Sciences (two science courses, with one having a laboratory component)
Choose from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines) Choose PSYC 110 General Psychology and also choose one from the Anthropology, Economics, and Sociology disciplines, or American Government (POSC 204).

Minimum of six semester hours of Arts and Humanities
Choose HUMN 210 Introduction to Logic and Critical Thinking Skills and also choose one or more from the Humanities discipline.

*Choose MATH 150 Fundamental Algebra. Can count as a general education or University elective.

**ADDITIONAL GENERAL EDUCATION REQUIREMENTS (12 HOURS)**
- HUMN 211 – Introduction to Ethical Analysis & Reasoning (2)
PF 321 - Learning Strategies (2)
SOCL 110 - Introduction to Sociology (4)
SPCH 100 - Speech Communication (4)

PROFESSIONAL CORE (24 HOURS)
COMM 150 - Interpersonal Communication (4)
COMM 315 - Communication Ethics (4)
ENG 320 - Business & Professional Writing (4)
MGMT 312 - Principles of Management (4)
MKTG 300 - Marketing (4)
PSYC 204 - Principles of Motivation (4)

UNIVERSITY ELECTIVES (36 HOURS)*
Any courses offered by the University except developmental education courses.

*A maximum of 8 credit hours of specific M.S. Marketing & Communication courses can be substituted. Contact your Academic Advisor for information concerning the Joint BS/M.S. Marketing & Communication Programs of Study and graduate admission requirements.

MAJOR AREA (28 HOURS)

Required (24 hours)
PBRL 325 - Public Relations (4)
PBRL 350 - Media Research & Writing (4)
PBRL 425 - Crisis & Media Communication (4)
PBRL 445 - Public Relations & Promotional Strategy (4)
PBRL 460 - Client Engagement (4)
PBRL 495 - Public Relations Capstone (4)

Major Area Elective (4 hours)*
*Select 4 hours from the following:
COMM 321 - Organizational Communication (4)
COMM 335 - Communication in Groups & Teams (4)
COMM 355 - Introduction to Grant Writing for Non-Profits (4)
MKTG 430 - Customer Relationship Management (4)
PBRL 410 - Public Relations Internship (1-4)
PBRL 450 - Rhetoric & Social Influence (4)
PBRL 480 - Special Topics in Public Relations (4)
PBRL 499 - Independent Studies In Public Relations (1-4)

ACADEMIC MINORS
Degree-seeking students can pursue one of our Academic Minors. See the section titled “Academic Minors.”
Program Chair, Chenelle Jones, Ph.D.
Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

Program available online through Franklin University.

Public Safety Management & Leadership combines principles of safety planning, legal and policy compliance, crisis prevention and disaster preparedness, and emergency response and homeland security with important skills, such as fiscal responsibility and decision-making, emphasized by today's public safety agencies.

The Bachelor of Science major in Public Safety Management & Leadership prepares the individual with a dedicated background in law enforcement, criminal justice, fire safety, emergency medical services, corrections, or other public safety-related field, for management and leadership roles. The program includes courses in public administration, emergency management and homeland security, communication, sociology and leadership. Students will gain knowledge and skills essential to managing change and the stewardship of limited resources in today's public safety agency.

Graduates of the Public Safety Management & Leadership program will be able to:

1. Apply principles of basic accounting fiscal management and budgeting appropriate to a public safety agency
2. Compare and contrast the similarities and differences between the roles of managers and leaders in a public safety agency
3. Apply basic management skills of planning, organizing, staffing, directing, coordinating, managing change, and decision making within a public safety agency
4. Apply critical thinking, reasoning and analytical skills required for ethical decision-making and problem solving in a public safety agency
5. Apply appropriate ethical principles, laws, and human relations skills to all facets of operation in a public safety agency
6. Demonstrate the ability to make optimal use of available resources to successfully design and manage projects in a public safety agency

For more information on the Public Safety Management & Leadership program, including career opportunities, program assessment and faculty, visit [http://www.franklin.edu/public-safety-management-bachelors-degree-program](http://www.franklin.edu/public-safety-management-bachelors-degree-program).

ADMISSION CRITERIA

Public Safety Management & Leadership is a completion major designed to complement the public safety professional’s existing technical skills which should include job-specific and communication skills, and application of business and leadership practices. The major is appropriate for those who possess an Associate’s degree, or its equivalent, including 24 semester credit hours (36 quarter credit hours) of courses in a defined technical discipline with a public safety mission, from an accredited institution, or professional certification from an approved public safety training academy. The 24 semester hours of instruction must be approved by the Public Safety Management Program Chair.

Students entering the major with an Associate of Applied Science (A.A.S.) or technical training and other
college credit must satisfy General Education requirements listed below for a total of 36 hours in General Education.

**TECHNICAL CREDIT**
Students with Associate of Applied Science (A.A.S.) degrees in Law Enforcement, Criminal Justice, Fire Safety, Emergency Medical Services, Corrections or other Public Safety related fields will satisfy the Technical and some of the General Education requirements of the Bachelor of Science degree major in Public Safety Management & Leadership at Franklin University. Students without an A.A.S. degree must satisfy the Technical and all of the General Education requirements listed.

**FUNDAMENTAL GENERAL EDUCATION CORE (24 HOURS)**
Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required) Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra) *Choose MATH 215 Statistical Concepts.

Minimum of six semester hours of Sciences (two science courses, with one having a laboratory component) Choose from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines) Choose POSC 204 American Government and also choose one from the Anthropology, Psychology, and Sociology disciplines.

Minimum of six semester hours of Arts and Humanities
Choose from the Humanities discipline.
*Choose either MATH 140 Introduction to Quantitative Reasoning or MATH 150 Fundamental Algebra. Both can count as a general education or University elective.

ADDITIONAL GENERAL EDUCATION REQUIREMENTS (12 HOURS)
PF 106 - Introduction to Spreadsheets (1)
COMM 107 - Introduction to Web Presentation & Publishing (1)  
   OR COMM 205 - Communication Design (1)
PF 321 - Learning Strategies (2)
SPCH 100 - Speech Communication (4)  
   OR COMM 150 - Interpersonal Communication (4)
ENG 220 – Research Writing: Exploring Professional Identities (4)

UNIVERSITY ELECTIVES (24 HOURS)*
Any undergraduate courses offered by the University except developmental education courses.

*A maximum of 8 credit hours of specific Master of Public Administration courses can be substituted. Contact your Academic Advisor for information concerning the Joint BS/MPA Programs of Study and graduate admission requirements.

TECHNICAL CREDIT (24 HOURS)
24 credit hours in a public safety related discipline from transfer credit.

MAJOR AREA (36 HOURS)
Required (16 hours)
PUAD 305 - Introduction to Public Administration (4)
PUAD 420 - Government & Nonprofit Budgeting (4)
PUAD 495 - Public Administration Capstone (4)
SEMT 322 - Ethics & Leadership in Public Safety Agencies (4)

Major Area Specialization (20 hours)*
*Choose one:
Fire & Emergency Medical Services:
FIES 310 - Fire & Emergency Services Administration (4)
FIES 330 - Human Resource Management for Fire & Emergency Services (4)
FIES 430 - Political & Legal Foundations for Fire & Emergency Services (4)
SEMT 240 - Disaster Planning & Response (4)
SEMT 450 - Critical Incident Management (4)

Law Enforcement:
CJAD 315 - Policing in America (4)
CJAD 340 - Evidenced-Based Practice & Research Methods in the Criminal Justice Professions (4)
CJAD 360 - Introduction to Terrorism & Intelligence Analysis (4)
CJAD 415 - Contemporary Policing Strategies & Issues (4)
CJAD 450 - Criminal Justice Management & Administration (4)

Individualized Specialization:
Students may also design an individualized discipline area using any courses from Franklin’s catalog. Students must obtain approval from the Program Chair of the Public Safety Leadership & Management Program for an individualized program focus.
ACADEMIC MINORS
Degree-seeking students can pursue one of our Academic Minors. See the section titled “Academic Minors.”

Recommended Minors for Public Safety Management & Leadership majors are:

- Criminal Justice Administration
- Emergency Management & Homeland Security
- Fire & Emergency Services Administration
- Public Administration
Program Chair, Carol Blaine, E-MBA, CPCU
Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

Program available online through Franklin University.

The burgeoning field of Risk Management & Insurance focuses on the identification, management and mitigation of risk, and its potential impact on business organizations. Through various hedging strategies – reliance on financial and insurance products, including life, health, property and casualty policies, worker’s compensation and employee benefit models – risk management and insurance can be important stopgaps against loss and liability.

The Bachelor of Science major in Risk Management & Insurance is built on the fundamentals of law and finance, and instructs students on the evaluation and management of organizational risk. Principles from the fields of economics, finance, financial planning, law, and federal and state regulation are emphasized throughout the curriculum. Students will gain key skills enabling them to analyze employer and environmental liability, understand insurance underwriting in a complex economic and regulatory environment, assess various risk pooling arrangements, and build a business founded on accepted risk management methodologies to minimize exposure to loss. Graduates will be well-suited to positions within the insurance industry, including insurance agents, claims adjustors and product managers. They will also have the foundation necessary to pursue industry certifications such as the Chartered Life Underwriter (CLU), Chartered Property and Casualty Underwriter (CPCU), and Certified Risk Manager (CRM).

Graduates of the Risk Management & Insurance program will be able to:

1. Create strategies for actively evaluating, managing, and lowering an organization’s risk
2. Analyze the economics and limitations of risk pooling arrangements, including the effects that these arrangements may have in altering behavioral outcomes and the impact of risk and cost shifting between private and public sectors
3. Analyze fundamental concepts of insurance company operations, including the underwriting and claims handling processes and the applicable regulatory framework
4. Analyze opportunities to manage risk through various insurance products or other “pooling” arrangements and develop optimal solutions for utilizing such products and arrangements to balance the benefits and costs of risk and risk reduction.
5. Research and communicate risk analyses and conclusions to decision-makers in numerous formats, including written and oral reports

For more information on the Risk Management & Insurance program, including career opportunities, program assessment and faculty, visit http://www.franklin.edu/risk-management-insurance-degree-program
OUTCOME MAP - RISK MANAGEMENT & INSURANCE

A learning outcome map functions as a roadmap to help guide students’ progress through their program of study. It shows where each outcome is Introduced (I), Reinforced (R), and Assessed (A) within the program’s curriculum.

PROGRAM LEARNING OUTCOMES

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BACHELOR OF SCIENCE (B.S.) RISK MANAGEMENT & INSURANCE (124 SEMESTER HOURS)

FUNDAMENTAL GENERAL EDUCATION CORE (24 HOURS)
Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required)
Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra) *Choose MATH 215 Statistical Concepts.

Minimum of six semester hours of Sciences (two science courses, with one having a laboratory component)
Choose from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines) Choose ECON 220 Introduction to Macroeconomics and also choose one from the Anthropology, Psychology, and Sociology disciplines, or American Government in Action (POSC 204).

Minimum of six semester hours of Arts and Humanities
Choose HUMN 210 Introduction to Logic and Critical Thinking Skills and also choose one or more from the Humanities discipline.
*Choose either MATH 140 Introduction to Quantitative Reasoning or MATH 150 Fundamental Algebra. Both can count as a general education or University elective.

ADDITIONAL GENERAL EDUCATION REQUIREMENTS (12 HOURS)
Pf 106 - Introduction to Spreadsheets (1)
Pf 108 - Introduction to Databases (1)
Pf 321 - Learning Strategies (2)
SPCH 100 - Speech Communication (4)
OR COMM 150 - Interpersonal Communication (4)
General Education Electives (4)

BUSINESS CORE (28 HOURS)
ACCT 215 - Financial Accounting (4)
ACCT 225 - Managerial Accounting (4)
BSAD 220 - Business Law (4)
ECON 210 - Introduction to Microeconomics (4)
FINA 301 - Principles of Finance (4)
MGMT 312 - Principles of Management (4)
MKTG 300 - Marketing (4)

UNIVERSITY ELECTIVES (28 HOURS)
Any courses offered by the University except developmental education courses.

MAJOR AREA (32 HOURS)
Required (24 hours)
FPLN 450 - Retirement Savings & Income Planning (4)
RMI 300 - Principles of Risk Management & Insurance (4)
RMI 420 - Property & Casualty Insurance (4)
RMI 430 - Individual & Group Life & Health Insurance (4)
RMI 470 - Insurance Company Operations (4)
RMI 495 - Risk Management & Insurance Capstone (4)

Major Area Elective (8 hours)*
*Select 8 hours from the following:
ACCT 341 - Fraud Investigation (4)
ACCT 342 - Interviewing Techniques for Fraud Investigations (4)
ACCT 343 - Legal Elements of Fraud (4)
ACCT 344 - Corporate Governance & Internal Control Assessment (4)
ECON 321 - Intermediate Microeconomics (4)
ECON 322 - Intermediate Macroeconomics (4)
ECON 420 - Forecasting (4)
ENTR 395 - Foundations of Entrepreneurship (4)
FINA 403 - Advanced Financial Management (4)
FINA 405 - Investments (4)
FPLN 300 - Principles of Financial Planning (4)
FPLN 430 - Tax Planning (4)
FPLN 440 - Risk Management & Insurance Planning (4)
FPLN 460 - Estate Planning (4)
RMI 410 - Risk Management & Insurance Internship (1-4)

ACADEMIC MINORS
Degree-seeking students can pursue one of our Academic Minors. See the section titled “Academic Minors.”
Program Chair, Kelly Renner, Ph.D.
Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

Program available online through Franklin University.

The Social Sciences are a group of academic disciplines that focus on understanding and examining the structure, theoretical basis, evolution, and the interrelationships of societal institutions and organizations and how they influence and are influenced by human behavior. Franklin University’s Social Sciences major is designed as a multidisciplinary approach that specifically provides students with a comprehensive and research-based perspective for understanding human behavior, social interactions, and social dynamics while grounding them in fundamental core competencies employers are looking for in employees: effective communication, interpersonal teamwork, critical thinking, creative thinking, and problem solving.

For this major, students have the flexibility to select any number of specialization areas or disciplines (but at least two) from existing university options (i.e., anthropology, criminal justice, economics, psychology, or sociology) or can transfer in courses derived from other Social Science disciplines (e.g., archaeology, anthropology, geography, history, international relations, political science, and other human behavior-based areas) into a customized program of study. By combining such disciplines, students have the opportunity to develop unique critical thinking and problem solving skills within the vast context of social and behavioral human development derived from both major area required and elective courses.

As a result of such a customizable curriculum, graduates are able to enter the workforce via a variety of pathways including business, for- and not-for-profit organizations, government, and public and human services. In addition, an undergraduate program in Social Sciences opens up a number of graduate school opportunities not only in Social Science disciplines but also medicine, law, education, and other professional programs.

Graduates of the Social Sciences program will be able to:

1. Communicate effectively
2. Apply logical thinking and critical analysis
3. Apply fundamental concepts, theories, and research methodologies of the social and behavioral sciences into personal, social, and professional contexts
4. Apply problem solving strategies to the behavior of individuals and small groups
5. Analyze and evaluate different sociocultural contexts as they influence human behavior individually and collectively
6. Analyze and evaluate historical and contemporary social science issues
7. Find, interpret, analyze, and evaluate the results of social science research
For more information on the Social Sciences program, including career opportunities, program assessment and faculty, visit [http://www.franklin.edu/social-sciences-degree-program](http://www.franklin.edu/social-sciences-degree-program).

**FUNDAMENTAL GENERAL EDUCATION CORE (24 HOURS)**
Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required)  
Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra) *Choose MATH 215 Statistical Concepts.

Minimum of six semester hours of Sciences (two science courses, with one having a laboratory component)  
Choose from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines) Choose PSYC 110 General Psychology and also choose one from the Anthropology, Economics, and Sociology disciplines.

Minimum of six semester hours of Arts and Humanities  
Choose HUMN 210 Introduction to Logic and Critical Thinking Skills and HUMN 211 Introduction to Ethical Analysis and Reasoning and also choose one from the Humanities discipline.

*Choose either MATH 140 Introduction to Quantitative Reasoning or MATH 150 Fundamental Algebra. Both can count as a general education or University elective.
ADDITIONAL GENERAL EDUCATION REQUIREMENTS (12 HOURS)

PF 106 - Introduction to Spreadsheets (1)
PF 321 - Learning Strategies (2)
SPCH 100 - Speech Communication (4)
  OR COMM 150 - Interpersonal Communication (4)
SOCL 110** - Introduction to Sociology (4)
  OR ANTH 215** - Cultural Anthropology (4)
  OR CJAD 210** - Introduction to Criminal Justice Administration (4)
  OR ECON 210** - Introduction to Microeconomics (4)
  OR ECON 220** - Introduction to Macroeconomics (4)
  OR POSC 204** - American Government (4)
General Education Electives*(1)

** Select another Social or Behavioral Science elective if SOCL 110, CJAD 210, ANTH 215, ECON 210,
ECON 220, or POSC 204 is used in the Fundamental General Education Core or in the Major Area.

UNIVERSITY ELECTIVES (28 HOURS)*
Any courses offered by the University except developmental education courses.

*A maximum of 6 credit hours of specific Master of Science Business Psychology or 8 credit hours of
Master of Public Administration courses can be substituted. Contact your Academic Advisor for informa-
tion concerning the Joint B.S./M.S. Business Psychology or MPA Programs of Study and graduate admission
requirements.

MAJOR AREA (56 HOURS)

Required (24 hours):
COMM 335 - Communication in Groups and Teams (4)
ENG 220 - Research Writing: Exploring Professional Identities (4)
  OR ENG 320 - Business & Professional Writing (4)
SOCL 335 - Applied Research Methods (4)
HUMN 345 - Philosophy of Science (4)
IDST 301 - Creative Thinking (4)
SOSC 495 - Social Sciences Capstone (4)

MAJOR AREA ELECTIVES (32 HOURS):
Courses selected must be from at least two social and behavioral science disciplines. Courses available at
Franklin University:

Anthropology:
ANTH 215 - Cultural Anthropology (4)
ANTH 480 - Special Topics in Anthropology (1-4)

Psychology:
PSYC 204 - Principles of Motivation (4)
PSYC 310 - The Psychology of Personal Development (4)
PSYC 315 - Applied Psychology: Theory to Practice (4)
PSYC 325 - Coaching in Organizations (4)
PSYC 420 - Assessment & Intervention in Organizations (4)
PSYC 480 - Special Topics in Psychology (1-4)
Economics:
ECON 210 - Introduction to Microeconomics (4)
ECON 220 - Introduction to Macroeconomics (4)
ECON 321 - Intermediate Microeconomics (4)
ECON 322 - Intermediate Macroeconomics (4)
ECON 420 - Forecasting (4)
ECON 450 - History of Economic Thought (4)
ECON 480 - Special Topics in Economics (1-4)

Criminal Justice:
CJAD 210 - Introduction to Criminal Justice Administration (4)
CJAD 240 - Introduction to Criminology (4)
CJAD 310 - Courts & Criminal Procedure (4)
CJAD 315 - Policing in America (4)
CJAD 320 - Corrections in America (4)
CJAD 330 - Juvenile Justice & Delinquency (4)
CJAD 360 - Introduction to Terrorism & Intelligence Analysis (4)
CJAD 415 - Contemporary Policing Strategies & Issues (4)
CJAD 425 - Probation & Parole (4)
CJAD 430 - Juvenile Corrections (4)
CJAD 440 - Sociology of Deviant Behavior (4)
CJAD 450 - Criminal Justice Management & Administration (4)
CJAD 455 - Ethics in the Criminal Justice System (4)
CJAD 480 - Special Topics in Criminal Justice (1-4)

Sociology:
SOSC 205 - Issues in Social Sciences (2)
SOCL 210 - Public Sociology (4)
SOCL 310 - Diversity in the Workplace (4)
SOCL 345 - Sociology of Work & Organizations (4)
SOCL 355 - Community Mental Health (4)
SOCL 400 - Social Justice (4)
SOCL 480 - Special Topics in Sociology (1-4)

Additional social and behavioral science disciplines acceptable for transfer include*:
- Anthropology
- Archaeology
- Cultural Resources Management
- Criminology
- Geography
- History
- International Relations
- Political Science
- Statistics and Decision Science

* Other social science disciplines not listed above may be accepted for transfer. Inquiries should be directed to the Social Sciences program chair.

ACADEMIC MINORS
Degree-seeking students can pursue one of our Academic Minors. See the section titled “Academic Minors.”
Acting Program Chair, Alexander Heckman, Ph.D.
Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

Program available online through Franklin University and onsite at Urbana University.

The intent of this major is to prepare students for leadership positions in public, private, and commercial employment settings with the fitness, recreational, sport, and wellness industries. Students in the sport management major will find job opportunities in the media, high school and college athletic departments, and minor league and professional sport organizations.

Graduates of the Sport Management program will be able to:

1. Identify the disciplines and sub-disciplines within the sport management industry
2. Describe customer-centric principles and apply them to the sport setting
3. Demonstrate critical thinking to sport management challenges that exist within public and private sector, for-profit and not-for-profit sector, and educational sport settings
4. Explain the principle concepts, theories, practices, and styles of leadership in sport
5. Demonstrate applied sport management principles to scenario based and practical settings.
6. Recognize and describe theories of human behaviors in the coaching, exercise and sport settings.

For more information on the Social Sciences program, including career opportunities, program assessment and faculty, visit https://www.franklin.edu/degrees/bachelors/sport-management or https://www.urbana.edu/academics/bachelors-degree-majors/sport-management
OUTCOME MAP - SPORT MANAGEMENT

A learning outcome map functions as a roadmap to help guide students’ progress through their program of study. It shows where each outcome is Introduced (I), Reinforced (R), and Assessed (A) within the program’s curriculum.

### PROGRAM LEARNING OUTCOMES

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BACHELOR OF SCIENCE (B.S.) SPORT MANAGEMENT (120 SEMESTER HOURS)

FUNDAMENTAL GENERAL EDUCATION CORE (24 HOURS)

Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required)
Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra) *Choose MATH 215 Statistical Concepts.

Minimum of six semester hours of Sciences (two science courses, with one having a laboratory component) Choose from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines) Choose SOCL 110 Introduction to Sociology and also choose one from the Anthropology, Economics, and Psychology disciplines, or American Government (POSC 204).
Minimum of six semester hours of Arts and Humanities
Choose from the Arts and Humanities disciplines.

*Choose either MATH 140, MATH 140, or MATH 150 as the prerequisite. Can count as a general education or University elective.

ADDITIONAL GENERAL EDUCATION REQUIREMENTS (12 HOURS)
PF 106 - Introduction to Spreadsheets (1) OR PF 116 Computer Applications (3)
PF 321 - Learning Strategies (2) or UNI 199 University Seminar (2)
SPCH 100 - Speech Communication (4)
    OR COMM 150 - Interpersonal Communication (4)
ENG 220 - Research Writing: Exploring Professional Identities (4)
General Education Electives (1) if needed

UNIVERSITY ELECTIVES (20 HOURS)
Any courses offered by the University except developmental education courses.

MAJOR AREA (64 HOURS)
BUS 100 - Introduction to Business (3) OR BSAD 110 - Business Principles (4)
ENG 205 - Business and Professional Communication (3) OR ENG 320 - Business & Professional Writing (4)
EXS 140 - Foundations, Principles and History of Sport (3)
EXS 203 - Sport and Society (3)
EXS 204 - Psychology of Coaching and Sports (3)
EXS 423 - Organization and Administration of Sports Programs (3)
HEA 152 - Wellness (3)
HRM 310/HRM 300 Human Resource Management (3 or 4)
SOCL 335 - Applied Research Methods (4)
SPM 207 - Principles of Sports Management (3)
SPM 300 - Sports Marketing (3)
SPM 310 - Coaching Methodologies II (3)
SPM 320 - Sports Information (3)
SPM 351 - Sporty Law (3)
SPM 430 - Sports Industry (3)
SPM 450 - Managing Athletic Programs (3)
SPM 470 - Leadership in Sport (3)
SPM 491 - Field Experience in Sports Management (6)
Program Chair, Bradley Watson, Ph.D.
Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

Program available online through Franklin University.

Franklin University’s Web Development program is an innovative and interdisciplinary major that gives students a wide range of exposure to the many disciplines required to build these next-generation, enterprise-level websites. With the explosive growth of the Internet and electronic commerce, successful businesses are increasingly employing the Internet and related electronic commerce technologies.

These business initiatives require graduates who understand current and future trends in electronic commerce and are prepared to manage the analysis, design, implementation, marketing and operation of web-based systems.

Electronic commerce has expanded beyond its early roots in electronic funds transfer and data interchange to embrace the use of Internet technologies for such applications as Web-based retailing, electronic supply chain management, Web marketing, and Web publishing. The Web Development Major is designed to meet that demand. Students earning a Bachelor of Science Web Development will acquire Web development, marketing, graphic design and electronic commerce system skills as well as knowledge of the technology of databases, user interface design, and management information systems.

Franklin’s curriculum helps students acquire highly sought after skills, including web application development, front-end development, database development, user experience design, graphic design, and web animation. Students will gain hands-on experience with industry-standard software, databases, and languages, including Adobe Creative Suite (PhotoShop) and Flash. Students will also discover best practices for translating business requirements into design, and design into fast, immersive web experiences for different browsers and screen sizes using HTML, CSS, JavaScript, AJAX, JQuery, and Ruby on Rails.

Graduates of the Web Development program will be able to:
1. Apply graphic design principles to produce effective designs for Web pages
2. Apply technical knowledge to develop and implement effective solutions to real world problems
3. Communicate appropriately for a range of purposes and audiences
4. Demonstrate knowledge of generally accepted terms and concepts of the web development profession

For more information on the Web Development program, including career opportunities, program assessment and faculty, visit http://www.franklin.edu/web-development-bachelors-degree-program. A discussion listserv is available for subscription by Web Development Majors at http://listserv.franklin.edu.
OUTCOME MAP - WEB DEVELOPMENT
A learning outcome map functions as a roadmap to help guide students’ progress through their program of study. It shows where each outcome is Introduced (I), Reinforced (R), and Assessed (A) within the program’s curriculum.

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TECHNOLOGY REQUIREMENTS:
Students in the Computer and Information Sciences Majors are expected to exceed the University’s General Technology Requirements, and may be required to purchase hardware and/or software with capabilities greater than the standard technology requirements. There will be software requirements such as software development environments, operating systems, virtualization environments and tools, website development and business process documentation tools that will be used in various courses. Students should be prepared to invest in this software, and be able to install and uninstall it without assistance. Courses with specific hardware and software requirements are detailed in the course syllabus under the “Required Materials” section.

To maximize the educational experience, Computer and Information Sciences students must have:

- **Current model computer (less than 2 years of age)**
- **DVD optical drive**
- **2 GB RAM minimum (4 GB+ recommended)**
- **Broadband access**
- **40 GB or higher of available hard drive space at the beginning of each term**
BACHELOR OF SCIENCE (B.S.) WEB DEVELOPMENT (124 SEMESTER HOURS)

FUNDAMENTAL GENERAL EDUCATION CORE (24 HOURS)

Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required) Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra) *Choose MATH 160 College Algebra.

Minimum of six semester hours of Sciences (two science courses, with one having a laboratory component) Choose from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines) Choose from the Anthropology, Economics, Psychology, and Sociology disciplines, or American Government (POSC 204).

Minimum of six semester hours of Arts and Humanities Choose HUMN 211 Introduction to Ethical Analysis & Reasoning, and select another elective from the Humanities discipline.

*Choose MATH 150 Fundamental Algebra. Can count as a general education or University elective.

ADDITIONAL GENERAL EDUCATION REQUIREMENTS (14 HOURS)

PF 321 - Learning Strategies (2)
SPCH 100 - Speech Communication (4)
OR COMM 150 - Interpersonal Communication (4)
ENG 220 - Research Writing: Exploring Professional Identities (4)
MATH 280 - Introduction to Probability and Statistics (4)

UNIVERSITY ELECTIVES (25 HOURS)*

Any courses offered by the University except developmental education courses. Students may take 600-level Computer Science or Marketing & Communication courses if they meet the prerequisites.

*A maximum of 6 credit hours of specific MBA or 8 credit hours of M.S. Marketing & Communication courses can be substituted. Contact your Academic Advisor for information concerning the Joint BS/MBA or BS/MCM Programs of Study and graduate admission requirements.

PROFESSIONAL CORE (25 HOURS)

COMP 101 - Problem Solving with Computing (2)
COMP 204 - Principles of Computer Networks (2)
COMP 281 - Database Management Systems (4)
GRPH 117 - Graphic Editing Software (1)
GRPH 210 - Fundamentals of Graphic Design (4)
ITEC 136 - Principles of Programming (4)
WEBD 101 - Introduction to Web Page Construction (2)
WEBD 146 - Javascript for Programmers (2)
WEBD 236 - Web Information Systems Programming (4)

MAJOR AREA (36 HOURS)
COMP 325 - Human-Computer Interaction (4)
GRPH 310 - Advanced Graphic Design (4)
INFA 300 - Introduction to Analytics (4)
ITEC 400 - Linux Administration (4)
WEBD 325 - Mobile Programming (4)
WEBD 335 - Advanced Client Side Development (4)
WEBD 435 - Advanced Server Side Development (4)
WEBD 445 - Advanced Web Development (4)
WEBD 495 - Web Development Capstone (4)

ACADEMIC MINORS
Degree-seeking students can pursue one of our Academic Minors. See the section titled “Academic Minors.”
The Honors program provides a strong background in reading, writing, and critical thinking skills, abilities that are increasingly valued in all fields and professions. The expanded academic and extracurricular opportunities of the program are also of great value for enhancing students' resumes, conducting individual and collaborative research in their chosen fields, securing internships, and crafting materials for graduate programs and job applications. Employers and graduate schools love to see Honors courses on student transcripts, as this indicates strong intellectual skills and good leadership potential. Participation in the Honors program not only prepares students for the future, it sets them apart from the competition when they get there.

Educational Outcomes:
• Broad knowledge in the areas of art, history, culture, literature, philosophy, and science
• Strong skills in research, writing, analysis, and critical thinking
• Preparation for leadership positions in career fields or graduate programs

GENERAL EDUCATION (MINIMUM 36 HOURS)

Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required) Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra) *Choose MATH 160 College Algebra or higher

Minimum of six semester hours of Sciences (two science courses, with one having a laboratory component) Choose from HON 361 History and Philosophy of Math and Science and a laboratory science.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines) Choose HON 305 Western Political thoughts and HON 121 Arts and Culture

Minimum of six semester hours of Arts and Humanities
Choose HON 203 Honors Literary Studies and one additional course.

General Education Electives (6 hours)
Can not include developmental courses

*Choose MATH 150 Fundamental Algebra. Can count as a general education or University elective.

ADDITIONAL HONORS REQUIREMENTS (8-10 HOURS)
HON 305 Great Books Colloquium (2)

Honors Electives
Honors Electives (2 courses; 6 total credits average): these courses are intended to give Honors students a diverse experience with cultural, social, political, and legal aspects of varying disciplines. Students will take two courses from different categories; courses listed as Uncategorized are exceptions to this and more than
one may be taken. Only one course may count toward a student’s major requirements. Students may petition to substitute a course not listed by adequately demonstrating the substitution’s intellectual rigor and match to an above “experience” component(s); students may also be asked to provide an essay or research project as part of the substitution. Students must meet any course prerequisites and/or receive appropriate permissions.

Students may also petition for elective substitutions for courses not listed here. Such petitions must show how the substituted course provides a similar educational experience to the original course.

For more information on electives, substitutions, and specific Honors requirements for certain majors, please see the Honors Handbook.

Professional and Scientific
AST 213
BIO 227
BUS 307
BUS 491
CHE 216
CMJ 306
CMJ 309
COM 301
COM 350
COM 390
EXS 203
MAT 320
MAT 418
PHY 201
SPM 351

Social Sciences
HST 300 level or above
PSY 333
PSY 395
POS 300 level or above (excludes POS 305)
SOC 300

Humanities
ART 211
ART 212
ENG 300 level or above (excludes ENG 305, ENG 306, ENG 406, and ENG 405)
MUS 205
PHI 300 level or above
REL 300 level or above
THE 302

OTHER
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Subsequent Bachelor of Science Degree

The Subsequent Bachelor of Science (B.S.) degree is open to those who have a baccalaureate degree or higher from a regionally accredited college or university. (For international students with a three year baccalaureate degree, the bachelor’s degree needs to be accredited by the ministry of education or equivalent government ministry in the particular country.) Each candidate for a subsequent degree must successfully complete in residence at Franklin University a minimum of 30 credit hours of 200 level courses or above, of which a minimum of 16 credit hours must be in major area courses at the 300 or 400 level. If the student is a previous Franklin Bachelor of Science degree graduate, the 30 credits must be earned after the first Franklin B.S. degree was awarded. If the required courses for a subsequent degree total less than 30 credit hours, the student may take Free Elective courses to achieve residency. Either PF 121 or PF 321 must be taken prior to the first BLF course, or it may be taken concurrently with the first 15-week BLF course.

A minimum GPA of 2.25 is required in the major area, and each major area course must be completed with a grade of “C” or better to count toward degree requirements.

Business Principles (BSAD 110) is a Business Core prerequisite. Transfer students with the equivalent of four business courses are not required to take Business Principles. Each degree candidate must show transfer credit for, or meet the requirements listed below, and any necessary prerequisites.

Students in the Computer Science, Information Systems, Information Technology and Web Development majors may be required to purchase hardware and/or software with capabilities greater than the standard University technology requirements. There will be software requirements beyond the standard Microsoft Office software, such as software development environments, operating systems, virtualization environments and tools, website development and business process documentation tools that will be used in various courses. Students should check the Technology Requirements section of the Bulletin and/or the Course Schedule for the requirements relevant to their specific major to ensure they have, and are familiar with, the requisite hardware and software.
ACCOUNTING

PREREQUISITE COMPETENCIES
PF 108 - Introduction to Databases (1)
ECON 220 - Introduction to Macroeconomics (4)
PF 321 - Learning Strategies (2)

BUSINESS CORE (28 HOURS)
ACCT 215 - Financial Accounting (4)
ACCT 225 - Managerial Accounting (4)
BSAD 220 - Business Law (4)
ECON 210 - Introduction to Microeconomics (4)
FINA 301 - Principles of Finance (4)
MGMT 312 - Principles of Management (4)
MKTG 300 - Marketing (4)

MAJOR AREA (36 HOURS)
ACCT 310 - Intermediate Accounting I (4)
ACCT 320 - Intermediate Accounting II (4)
ACCT 330 - Cost Management (4)
ACCT 390 - Federal Income Tax I (4)
ACCT 420 - Federal Income Tax II (4)
ACCT 425 - Accounting Information Systems (4)
ACCT 470 - Auditing (4)
ACCT 495 - Accounting Research & Analysis (4)

MAJOR AREA ELECTIVES (4)*
*Select 4 hours from the following:
ACCT 341 - Fraud Examination (4)
ACCT 342 - Interviewing Techniques for Fraud Investigations (4)
ACCT 343 - Legal Elements of Fraud (4)
ACCT 344 - Corporate Governance & Internal Control Assessment (4)
ACCT 360 - Government & Not-for-Profit Accounting (4)
ACCT 401 - Accounting Ethics & Professional Responsibilities (4)
ACCT 410 - Accounting Internship (1-4)
ACCT 480 - Special Topics in Accounting (1-4)
ACCT 499 - Independent Studies in Accounting (1-4)
FINA 403 - Advanced Financial Management (4)
FPLN 430 - Tax Planning (4)
MIS 478 - Quantitative Methods & Analysis (4)

BUSINESS ADMINISTRATION

PREREQUISITE COMPETENCIES
ECON 220 - Introduction to Macroeconomics (4)
MATH 215 - Statistical Concepts (4)
PF 321 - Learning Strategies (2)

BUSINESS CORE (28 HOURS)
ACCT 215 - Financial Accounting (4)
ACCT 225 - Managerial Accounting (4)
BSAD 220 - Business Law (4)
ECON 210 - Introduction to Microeconomics (4)
FINA 301 - Principles of Finance (4)
MGMT 312 - Principles of Management (4)
MKTG 300 - Marketing (4)

MAJOR AREA (28 HOURS)
BSAD 320 - Quantitative & Qualitative Methods for Decision-Making (4)
MGMT 312 - Principles of Management (4)
MGMT 325 - Organizational Behavior (4)

TECHNICAL CREDIT (24 HOURS)
24 credit hours in a healthcare or approved related discipline from transfer credit.

MAJOR AREA (20 HOURS)
HCM 300 - Healthcare Management (4)
HCM 320 - Healthcare Financial Management I (4)
HCM 442 - Legal Aspects of Healthcare Management (4)
OR HCM 742 Healthcare Laws and Ethics (4)
HCM 472 - Contemporary Issues in Healthcare Management (4)
OR HCM 735 Healthcare Delivery Systems (4)
HCM 495 - Healthcare Management Capstone (4)

ALLIED HEALTHCARE MGMT

PREREQUISITE COMPETENCIES
PF 321 - Learning Strategies (2)

PROFESSIONAL CORE (16 HOURS)
ACCT 215 - Financial Accounting (4)

*Select 16 hours from the Major Area Electives listed in the Bachelor of Science degree section for this major.
BUSINESS FORENSICS

PREREQUISITE COMPETENCIES

ECON 220 - Introduction to Macroeconomics (4)
MATH 215 - Statistical Concepts (4)
PF 321 - Learning Strategies (2)

BUSINESS CORE (28 HOURS)

ACCT 215 - Financial Accounting (4)
ACCT 225 - Managerial Accounting (4)
BSAD 220 - Business Law (4)
ECON 210 - Introduction to Microeconomics (4)
FINA 301 - Principles of Finance (4)
MGMT 312 - Principles of Management (4)
MKTG 300 - Marketing (4)

MAJOR AREA (28 HOURS)

BSAD 320 - Quantitative & Qualitative Methods for Decision-Making (4)
BSAD 460 - Business Ethics for Leaders (4)
BSFR 341 - Fraud Examination (4)
BSFR 342 - Interviewing Techniques for Fraud Investigations (4)
BSFR 343 - Legal Elements of Fraud (4)
BSFR 344 - Corporate Governance & Internal Control Assessment (4)
BSFR 495 - Business Forensics & Forensic Accounting Capstone (4)

COMMUNICATIONS

PREREQUISITE COMPETENCIES

COMM 205 - Communication Design (1)
PF 106 - Introduction to Spreadsheets (1)
COMM 107 - Introduction to Web Presentation & Publishing (1)
GRPH 117 - Graphic Editing Software (1)
ENG 220 - Research Writing: Exploring Professional Identities (4)

PROFESSIONAL CORE (20 HOURS)

COMM 150 - Interpersonal Communication (4)
GRPH 210 - Fundamentals of Graphic Design (4)
MGMT 312 - Principles of Management (4)
MKTG 300 - Marketing (4)
ENG 320 - Business & Professional Writing (4)

MAJOR AREA (24 HOURS)

COMM 315 - Communication Ethics (4)
COMM 321 - Organizational Communication (4)
COMM 335 - Communication in Groups & Teams (4)
COMM 400 - Intercultural Communication (4)
COMM 495 - Integrated Communication Capstone (4)
MKTG 332 - Marketing Research (4)

MAJOR AREA ELECTIVES (12)*

*Select 12 hours from the Major Area Electives listed in the Bachelor of Science degree section for this major.

COMPUTER SCIENCE

PREREQUISITE COMPETENCIES

MATH 150 - Fundamental Algebra (4)
MATH 160 - College Algebra (4)
MATH 280 - Probability & Statistics (4)
PF 321 - Learning Strategies (2)
ENG 220 - Research Writing: Exploring Professional Identities (4)

PROFESSIONAL CORE (18 HOURS)

COMP 111 - Introduction to Computer Science & Object-Oriented Programming (4)
COMP 121 - Object-Oriented Data Structures and Algorithms I (4)
COMP 201 - Principles of Computer Organization (2)
COMP 204 - Principles of Computer Networks (2)
COMP 281 - Database Management Systems (4)
COMP 294 - Computer Science Practicum I (2)
ISEC 200 - Cybersecurity Fundamentals (2)

MAJOR AREA (22 HOURS)

MATH 320 - Discrete Mathematics (4)
COMP 311 - Object-Oriented Data Structures & Algorithms II (4)
COMP 323 - Fundamentals of Operating Systems (4)
COMP 325 - Human Computer Interaction (4)
COMP 394 - Computer Science Practicum II (2)
COMP 495 - Computer Science Practicum III / Capstone (4)

MAJOR AREA ELECTIVES (12)*

*Select 12 hours from the Major Area Electives listed in the Bachelor of Science degree section for this major.
### CYBERSECURITY

**PREREQUISITE COMPETENCIES**
- HUMN 211 - Intro to Ethical Analysis & Reasoning (2)
- MATH 160 - College Algebra (4)
- MATH 280 - Intro to Probability & Statistics (4)
- PF 321 - Learning Strategies (2)
- ENG 220 - Research Writing: Exploring Professional Identities (4)

**PROFESSIONAL CORE (24 HOURS)**
- COMP 101 - Problem Solving with Computing (2)
- COMP 204 - Principles of Computer Networks (2)
- COMP 281 - Database Management Systems (4)
- ISEC 200 - Cyber Security Fundamentals (2)
- ISEC 325 - Communication & Network Security (4)
- ITEC 136 - Principles of Programming (4)
- MIS 200 - Management Information Systems (4)
- WEBD 101 - Introduction to Web Page Construction (2)

**MAJOR AREA (36 HOURS)**
- ISEC 300 - Principles of Information Security (4)
- ISEC 350 - Risk Management & Compliance (4)
- ISEC 375 - Digital Forensics & Incident Response (4)
- ISEC 400 - Application Security (4)
- ISEC 475 - Security Engineering & Assessment (4)
- ISEC 495 - Information Security Capstone (4)
- ITEC 350 - Windows Administration (4)
- MIS 310 - Information Systems Architecture & Technology (4)
- WEBD 236 - Web Information Systems Programming (4)

### EMERGENCY MANAGEMENT & HOMELAND SECURITY

**PREREQUISITE COMPETENCIES**
- PF 106 - Introduction to Spreadsheets (1)
- COMM 107 – Introduction to Web Presentation & Publishing (1) OR COMM 205 – Communication Design (1)
- MATH 215 - Statistical Concepts (4)
- PF 321 - Learning Strategies (2)
- POSC 204 - American Government in Action (4)
- ENG 220 - Research Writing: Exploring Professional Identities (4)

**MAJOR AREA (52 HOURS)**

**Required (28 hours)**
- CJAD 340 - Evidence-Based Practices and Research Methods (4)

**Required (20 hours)**
- HRM 302 - Training & Development (4)
- SEMT 322 - Ethics & Leadership in Public Safety Agencies (4)
- SEMT 335 - Introduction to Emergency Management & Homeland Security (4)
- PUAD 305 - Introduction to Public Administration (4)
- PUAD 420 - Government & Nonprofit Budgeting (4)
- PUAD 495 - Public Administration Capstone (4)

**Specializations (20 hours)**

*Choose one specialization:
- Emergency Management & Disaster Response:
  - FIES 310 - Fire & Emergency Services Administration (4)
  - FIES 430 - Political and Legal Foundations for Fire & Emergency Services (4)
  - SEMT 240 - Disaster Planning & Response (4)
  - SEMT 328 - Emergency Management Theory & Practice (4)
  - SEMT 450 - Critical Incident Management (4)

- Homeland Security:
  - CJAD 210 - Introduction to Criminal Justice Administration (4)
  - CJAD 360 - Introduction to Terrorism & Intelligence Analysis (4)
  - CJAD 430 - Juvenile Corrections
  - COMM 355 - Introduction to Grant Writing for Non-Profits (4)
  - SEMT 432 - Homeland Security – Theory and Practice at the Local Level (4)

### FINANCIAL MANAGEMENT

**PREREQUISITE COMPETENCIES**
- ECON 220 - Introduction to Macroeconomics (4)
- MATH 215 - Statistical Concepts (4)
- PF 321 - Learning Strategies (2)

**BUSINESS CORE (28 HOURS)**
- ACCT 215 - Financial Accounting (4)
- ACCT 225 - Managerial Accounting (4)
- BSAD 220 - Business Law (4)
- ECON 210 - Introduction to Microeconomics (4)
- FINA 301 - Principles of Finance (4)
- MGMT 312 - Principles of Management (4)
- MKTG 300 - Marketing (4)

**MAJOR AREA (28 HOURS)**

**Required (20 hours)**
- SEMT 322 - Ethics & Leadership in Public Safety Agencies (4)
- SEMT 335 - Introduction to Emergency Management & Homeland Security (4)
- PUAD 305 - Introduction to Public Administration (4)
- PUAD 420 - Government & Nonprofit Budgeting (4)
- PUAD 495 - Public Administration Capstone (4)
FINA 340 - Money, Banking & Financial Markets (4)
FINA 403 - Advanced Financial Management (4)
FINA 405 - Investments (4)
FINA 450 - Global Finance (4)
FINA 495 - Financial Policy Seminar (4)

**Major Area Electives (8)**
*Select 8 hours from the following:
ACCT 310 - Intermediate Accounting I (4)
ACCT 320 - Intermediate Accounting II (4)
ACCT 330 - Cost Management (4)
FINA 410 - Finance Internship (1-4)
FINA 480 - Special Topics in Finance (1-4)
FPLN 300 - Principles of Financial Planning (4)
FPLN 430 - Tax Planning (4)
FPLN 440 - Risk Management & Insurance Planning (4)

**FINANCIAL PLANNING**

**PREREQUISITE COMPETENCIES**
ECON 220 - Introduction to Macroeconomics (4)
MATH 215 - Statistical Concepts (4)
PF 321 - Learning Strategies (2)

**BUSINESS CORE (28 HOURS)**
ACCT 215 - Financial Accounting (4)
ACCT 225 - Managerial Accounting (4)
BSAD 220 - Business Law (4)
ECON 210 - Introduction to Microeconomics (4)
FINA 301 - Principles of Finance (4)
MGMT 312 - Principles of Management (4)
MKTG 300 - Marketing (4)

**MAJOR AREA (32 HOURS)**
**Required (28 hours):**
FPLN 300 - Principles of Financial Planning (4)
FPLN 405 - Investments (4)
FPLN 430 - Tax Planning (4)
FPLN 440 - Risk Management & Insurance Planning (4)
FPLN 450 - Retirement Savings & Income Planning (4)
FPLN 460 - Estate Planning (4)
FPLN 495 - Financial Plan Development (4)

**MAJOR AREA Electives (4)**
*Select 4 hours from the following:
ACCT 390 - Federal Income Tax I (4)
CJAD 420 - Cybercrime (4)
ENTR 395 - Foundations of Entrepreneurship (4)

FINA 340 - Money, Banking & Financial Markets (4)
FINA 450 - Global Finance (4)
FINA 480 - Special Topics in Finance (1-4)
FPLN 410 - Financial Planning Internship (1-4)
FPLN 499 - Independent Studies in Financial Planning (1-4)
PSYC 310 - The Psychology of Personal Development (4)

**FORENSIC ACCOUNTING**

**PREREQUISITE COMPETENCIES**
PF 108 - Introduction to Databases (1)
ECON 220 - Introduction to Macroeconomics (4)
PF 321 - Learning Strategies (2)

**BUSINESS CORE (28 HOURS)**
ACCT 215 - Financial Accounting (4)
ACCT 225 - Managerial Accounting (4)
BSAD 220 - Business Law (4)
ECON 210 - Introduction to Microeconomics (4)
FINA 301 - Principles of Finance (4)
MGMT 312 - Principles of Management (4)
MKTG 300 - Marketing (4)

**MAJOR AREA (40 HOURS)**
**Required (28 hours):**
ACCT 310 - Intermediate Accounting I (4)
ACCT 320 - Intermediate Accounting II (4)
ACCT 341 - Fraud Examination (4)
ACCT 342 - Interviewing Techniques for Fraud Investigations (4)
ACCT 343 - Legal Elements of Fraud (4)
ACCT 344 - Corporate Governance & Internal Control Assessment (4)
ACCT 425 - Accounting Information Systems (4)
ACCT 470 - Auditing (4)
BSFR 495 - Business Forensics & Forensic Accounting Capstone (4)

**Major Area Electives (4)**
*Select 4 hours from the following:
ACCT 330 - Cost Management (4)
ACCT 360 - Government & Not-for-Profit Accounting (4)
ACCT 390 - Federal Income Tax I (4)
ACCT 401 - Accounting Ethics & Professional Responsibilities (4)
ACCT 410 - Accounting Internship (1-9)
ACCT 420 - Federal Income Tax II (4)
ACCT 480 - Special Topics in Accounting (1-4)
ACCT 499 - Independent Studies in Accounting (1-4)
ENTR 395 - Foundations of Entrepreneurship (4)

HEALTHCARE MANAGEMENT

PREREQUISITE COMPETENCIES
PF 106 - Introduction to Spreadsheets (1)
PF 108 - Introduction to Databases (1)
ECON 210 - Introduction to Microeconomics (4)
OR ECON 220 - Introduction to Macroeconomics (4)
MATH 215 - Statistical Concepts (4)
PF 321 - Learning Strategies (2)
ENG 320 - Business & Professional Writing (4)

PROFESSIONAL CORE (16 HOURS)
ACCT 215 - Financial Accounting (4)
BSAD 320 - Quantitative & Qualitative Methods for Decision-Making (4)
MGMT 312 - Principles of Management (4)
MGMT 325 - Organizational Behavior (4)

MAJOR AREA (38 HOURS)
Required (30 hours)

HCM 200 - Healthcare Management Terminology (2)
HCM 300 - Healthcare Management (4)
HCM 320 - Healthcare Financial Management I (4)
HCM 340 - Community Health (4)
HIM 350 - Health Informatics (4)
HCM 422 - Healthcare Outcomes & Quality Management (4)
HCM 442 - Legal Aspects of Healthcare Management (4)
HCM 495 - Healthcare Management Capstone (4)

Major Area Electives (8)*
*Select 8 hours from the following:

HCM 410 - Healthcare Management Internship (1-4)
HCM 472 - Contemporary Issues in Healthcare Management (4)
HCM 499 - Independent Studies in Healthcare (1-4)
SEMT 240 - Disaster Planning & Response (4)
SEMT 335 - Introduction to Emergency Management & Homeland & Security (4)
SEMT 432 - Homeland Security: Theory & Practice at the Local Level (4)
SEMT 450 - Critical Incident Management (4)

HUMAN RESOURCES MANAGEMENT

PREREQUISITE COMPETENCIES
PF 106 - Introduction to Spreadsheets (1)
ECON 220 - Introduction to Macroeconomics (4)
MATH 215 - Statistical Concepts (4)
PF 321 - Learning Strategies (2)
ENG 320 - Business & Professional Writing (4)

BUSINESS CORE (28 HOURS)

ACCT 215 - Financial Accounting (4)
ACCT 225 - Managerial Accounting (4)
BSAD 220 - Business Law (4)
ECON 210 - Introduction to Microeconomics (4)
FINA 301 - Principles of Finance (4)
MGMT 312 - Principles of Management (4)
MKTG 300 - Marketing (4)

MAJOR AREA (28 HOURS)

Required (24 hours)

HRM 300 - Human Resources Management (4)
HRM 301 - Staffing (4)
HRM 302 - Training & Development (4)
HRM 401 - Compensation & Benefits (4)
HRM 402 - Employee & Labor Relations (4)
HRM 495 - Strategic Human Resources Capstone (4)

Major Area Electives (4)*
*Select 4 hours from the following:

BSAD 320 - Quantitative & Qualitative Methods for Decision-Making (4)
BSAD 476 - Global Business Issues (4)
ENTR 395 - Foundations of Entrepreneurship (4)
HRM 400 - Performance Management (4)
HRM 420 - Principles of Organizational Development (4)
PSYC 325 - Organizational Behavior (4)
PSYC 352 - Coaching in Organizations (4)

INFORMATION SYSTEMS

PREREQUISITE COMPETENCIES
PF 106 - Introduction to Spreadsheets (1)
PF 108 - Introduction to Databases (1)
MATH 280 - Introduction to Probability & Statistics (4)
PF 321 - Learning Strategies (2)
ENG 220 - Research Writing: Exploring Professional Identities (4)
PROFESSIONAL CORE (24 HOURS)
ITEC 136 Principles of Programming (4)
   OR COMP 111 Intro to Computer Science & Object-Oriented Programming (4)
COMP 204 - Principles of Computer Networks (4)
COMP 281 - Database Management Systems (4)
ISEC 200 - Cyber Security Fundamentals (2)

Additional hours of courses of Information systems disciplines acceptable for fulfillment of this area or transfer include*:
   • Accounting
   • Computer Science
   • Human Resources
   • Information Technology
   • Management
   • Marketing
   • Web Development

A maximum of 8 credit hours may be at the 100 level.

* Other information systems disciplines not listed above may be accepted for transfer. Inquiries should be directed to the Information Systems program chair.

MAJOR AREA (36 HOURS)
Required (28 hours)
INFA 300 - Introduction to Analytics (4)
ITEC 430 - Information Technology Project Management (4)
MIS 310 - Information Systems Architecture & Technology (4)
MIS 360 - Enterprise-Wide Electronic Commerce (4)
MIS 400 - Systems Analysis & Design (4)
MIS 495 - Information Systems Capstone (4)

Major Area Elective (8 hours)*
   *Select 8 hours of any courses from within or across the suggested pathways listed below. Any prerequisites for major area elective courses must be honored.

Suggested Pathways:

Analytics:
INFA 350 - Data Manipulation & Visualization (4)
INFA 415 - Information Analytics Architecture (4)
INFA 420 - Information Modeling (4)

Project Management:
COMM 335 - Communication in Groups & Teams (4)
ISPM 320 - Requirements Analysis & Testing (4)
ISPM 450 - Advanced Project Management (4)

Project Management:
INFA 415 - Information Analytics Architecture (4)
ISPM 320 - Requirements Analysis & Testing (4)
MIS 330 - Systems Integration Concepts & Practices (4)

INFORMATION TECHNOLOGY

PREREQUISITE COMPETENCIES
PF 106 - Introduction to Spreadsheets (1)
HUMN 211 - Intro to Ethical Analysis & Reasoning (2)
MATH 160 - College Algebra (4)
MATH 215 - Statistical Concepts (4)
PF 321 - Learning Strategies (2)
ENG 220 - Research Writing: Exploring Professional Identities (4)

INFORMATION TECHNOLOGY AREA (24 HOURS)
ITEC 136 Principles of Programming (4)
   OR COMP 111 Intro to Computer Science & Object-Oriented Programming (4)
COMP 204 - Principles of Computer Networks (4)
COMP 281 - Database Management Systems (4)
ISEC 200 - Cyber Security Fundamentals (2)

If courses are transferred in:
   Programming Fundamentals Course (4)
   Database Fundamentals Course (4)
   Network Fundamentals Course (2)
   Cybersecurity Fundamentals Course (2)

Students must have 12 hours of coursework in information technology. Courses can be selected from the following technology related areas:
   • Computer Graphics
   • Operating Systems
   • Networks
   • Web Design & Implementation
   • Multimedia Technologies
   • Programming
   • Other IT related course with approval from the Program Chair

MAJOR AREA (36 HOURS)
Required (28 hours)
ISEC 300 - Principles of Information Security (4)
ITEC 275 - Computer Networks: Switching, Routing, & WANs (4)
ITEC 400 - UNIX Administration (4)
ITEC 430 - Information Technology Project Management (4)
ITEC 495 - Information Technology Capstone (4)
MIS 310 - Information Systems Architecture & Technology (4)
MIS 320 - Technical Communication (4)

Major Area Electives (8 hours)*
Select 8 hours from the following:
ITEC 325 - Data Center Design & Administration (4)
ITEC 350 - Windows Administration (4)
ITEC 425 - Information Storage Management (4)
ITEC 450 - Database Administration (4)
ISEC 325 - Network Security (4)
ISEC 425 - Business Continuity & Operations Security (4)

*Other 300 or 400 level courses may be selected from Computer Science, Cybersecurity, Information Systems, Information Technology, or Web Development upon approval of the Program Chair.

Major Area Electives (12 hours)*
*Select 12 hours from the following:
BSAD 320 - Quantitative & Qualitative Methods for Decision Making (4)
BSAD 460 - Business Ethics for Leaders (4)
COMM 335 - Communication in Groups & Teams (4)
ENTR 395 - Foundations of Entrepreneurship (4)
HRM 300 - Human Resource Management (4)
HRM 302 - Training & Development (4)
HRM 400 - Performance Management (4)
HRM 420 - Principles of Organizational Development (4)
MGMT 410 - Management & Leadership Internship (1-4)
MGMT 480 - Special Topics in Management & Leadership (1-4)
MGMT 499 - Independent Studies in Management & Leadership (1-4)
OSCM 390 - Operations Management (4)
PBRL 445 - Public Relations & Promotional Strategy (4)
PSYC 310 - The Psychology of Personal Development (4)
PSYC 325 - Coaching in Organizations (4)
SOCL 345 - Sociology of Work & Organizations (4)

MARKETING

PREREQUISITE COMPETENCIES
ECON 220 - Introduction to Macroeconomics (4)
MATH 215 - Statistical Concepts (4)
PF 321 - Learning Strategies (2)

BUSINESS CORE (28 HOURS)
ACCT 215 - Financial Accounting (4)
ACCT 225 - Managerial Accounting (4)
BSAD 220 - Business Law (4)
ECON 210 - Introduction to Microeconomics (4)
FINA 301 - Principles of Finance (4)
MGMT 312 - Principles of Management (4)
MKTG 300 - Marketing (4)

MAJOR AREA (32 HOURS)
Required (20 hours)
MGMT 325 - Organizational Behavior (4)
MGMT 425 - Organizational Change (4)
MGMT 440 - Organizational Culture & Performance (4)
MGMT 470 - Organizational Leadership (4)
MGMT 495 - Management Capstone (4)

Major Area Electives (8 hours)*
*Select 8 hours from the following:
MKTG 345 - Social Media Marketing (4)
MKTG 410 - Marketing Internship (1-4)
MKTG 415 - Search Engine Marketing (4)
MKTG 430 - Customer Relationship Management (4)
MKTG 435 - Digital Marketing Analytics (4)
MKTG 450 - Global Marketing (4)

**NURSING (B.S.N.)**

**PREREQUISITE COMPETENCIES**
PF 321 - Learning Strategies (2)

**TECHNICAL CREDIT (24 HOURS)**
24 credit hours of transfer credit from an accredited associate degree nursing program.

**MAJOR AREA (34 HOURS)**
HIM 350 - Health Informatics (4)
OR HIM 702 - Health Information Governance (4)*
HCM 442 - Legal Aspects of Healthcare Management (4)
OR HCM 742 - Healthcare Ethics & Legal Issues (4)*
OR HCM 752 - Health Policy (4)*
NURS 310 - Transition to Professional Nursing (4)
NURS 325 - Health Assessment & Promotion (4)
NURS 425 - Genetics in Nursing & Healthcare (2)
NURS 435 - Nursing Research & Evidence Based Practice (4)
NURS 445 - Community Health Nursing (4)
NURS 455 - Leadership & Management for Professional Nurses (4)
NURS 498 - Nursing Capstone (4)

**OPERATIONS & SUPPLY CHAIN MGT.**

**PREREQUISITE COMPETENCIES**
PF 106 - Introduction to Spreadsheets (1)
PF 108 - Introduction to Databases (1)
ECON 220 - Introduction to Macroeconomics (4)
HUMN 211 - Intro to Ethical Analysis & Reasoning (2)
MATH 215 - Statistical Concepts (4)
PF 321 - Learning Strategies (2)

**BUSINESS CORE (28 HOURS)**
ACCT 215 - Financial Accounting (4)
ACCT 225 - Managerial Accounting (4)
BSAD 220 - Business Law (4)
ECON 210 - Introduction to Microeconomics (4)
FINA 301 - Principles of Finance (4)

**MAJOR AREA (40 HOURS)**
BSAD 320 - Quantitative & Qualitative Methods for Decision-Making (4)
MGMT 325 - Organizational Behavior (4)
OSCM 378 - Business Modeling (4)
OSCM 390 - Operations Management (4)
OSCM 440 - Quality Management (4)
OSCM 450 - Supply Chain Management (4)
OSCM 455 - Transportation & Logistics Management (4)
OSCM 458 - Purchasing & Inventory Management (4)
OSCM 491 - Integrated Project Management (4)
OSCM 495 - Operations & Supply Chain Management Capstone (4)

**PUBLIC ADMINISTRATION**

**PREREQUISITE COMPETENCIES**
PF 106 - Introduction to Spreadsheets (1)
MATH 215 - Statistical Concepts (4)
PF 321 - Learning Strategies (2)

**PROFESSIONAL CORE (20 HOURS)**
ACCT 215 - Financial Accounting (4)
COMM 321 - Organizational Communication (4)
OR COMM 335 - Communication in Groups & Teams (4)
HRM 300 - Human Resource Management (4)
MIS 200 - Management Information Systems (4)
ENG 320 - Business & Professional Writing (4)

**MAJOR AREA (40 HOURS)**
Required (23 hours)
AMGT 450 - Organizational Supervision (4)
HRM 400 - Performance Management (4)
POSC 405 - Constitutional Law (3)
PUAD 305 - Introduction to Public Administration (4)
OR PUAD 701 Foundations of Government & Nonprofit Administration (4)
PUAD 350 - Analysis for Performance Improvement (4)
PUAD 420 - Government & Nonprofit Budgeting (4)
OR PUAD 740 - Financial Management & Budgeting (4)
PUAD 495 - Public Administration Capstone (4)

**MAJOR AREA ELECTIVES (16 HOURS)**
Suggested Pathways:
Criminal Justice:
CJAD 210 - Intro to Criminal Justice Administration (4)
CJAD 240 - Introduction to Criminology (4)
CJAD 450 - Criminal Justice Management & Administration (4)
CJAD 455 - Ethics in the Criminal Justice System

Pre-Law:
ENG 406 - Advanced Composition (3)
HUMN 210 - Intro to Logic & Critical Thinking Skills (2)
BSAD 220 - Business Law (4)
CJAD 310 - Courts and Criminal Procedure (4)
CJAD 455 - Ethics in the Criminal Justice System (4)

Recreation & Sport Management:
EXS 140 - Foundations, Principles & History of Sport (3)
EXS 203 - Sport and Society (3)
EXS 423 - Organization & Administration of Sport Management (3)
SPM 207 - Principles of Sport Management (3)
SPM 305 - Sports Marketing (3)
SPM 450 - Managing Athletic Programs (3)

Select 16 hours of coursework from within or across any subject area offered at the University. Suggested pathways are to take the courses listed for any one of Franklin's undergraduate academic minors. Please note that these courses will only count toward the Public Administration major and not towards a minor. POSC 204 and PUAD 305 must be completed before taking any major area elective courses, and any prerequisite requirements must be honored.

PUBLIC RELATIONS

PREREQUISITE COMPETENCIES
PF 106 - Introduction to Spreadsheets (1)
COMM 107 - Introduction to Web Presentation & Publishing (1)
HUMN 210 - Intro to Logic & Critical Thinking Skills (2)
MATH 215 - Statistical Concepts (4)
PF 321 - Learning Strategies (2)
PSYC 110 - General Psychology (4)
SOC 110 - Introduction to Sociology (4)
SPCH 100 - Speech Communication (4)

PROFESSIONAL CORE (24 HOURS)
COMM 150 - Interpersonal Communication (4)
COMM 315 - Communication Ethics (4)
MGMT 312 - Principles of Management (4)
MKTG 300 - Marketing (4)
PSYC 204 - Principles of Motivation (4)
ENG 320 - Business & Professional Writing (4)

MAJOR AREA (28 HOURS)
Required (24 hours)
PBRL 325 - Public Relations (4)
PBRL 350 - Media Research & Writing (4)
PBRL 425 - Crisis & Media Communication (4)
PBRL 445 - Public Relations & Promotional Strategy (4)
PBRL 460 - Client Engagement (4)
PBRL 495 - Public Relations Capstone (4)

Major Area Electives (4)*
*Select 4 hours from the following:
COMM 321 - Organizational Communication (4)
COMM 335 - Communication in Groups & Teams (4)
COMM 355 - Intro to Grant Writing for Non-Profits (4)
MKTG 430 - Customer Relationship Management (4)
PBRL 410 - Public Relations Internship (1-4)
PBRL 450 - Rhetoric & Social Influence (4)
PBRL 480 - Special Topics in Public Relations (4)
PBRL 499 - Independent Studies In Public Relations (1-4)

RISK MANAGEMENT & INSURANCE

PREREQUISITE COMPETENCIES
ECON 220 - Introduction to Macroeconomics (4)
PF 321 - Learning Strategies (2)

MAJOR AREA (28 HOURS)
Required (24 hours)
ACCT 215 - Financial Accounting (4)
ACCT 225 - Managerial Accounting (4)
BSAD 220 - Business Law (4)
ECON 210 - Introduction to Microeconomics (4)
FINA 301 - Principles of Finance (4)
MGMT 312 - Principles of Management (4)
MKTG 300 - Marketing (4)

MAJOR AREA (32 HOURS)
Required (24 hours)
RMI 300 - Principles of Risk Management & Insurance (4)
RMI 420 - Property & Casualty Insurance (4)  
RMI 430 - Individual & Group Life & Health Insurance (4)  
RMI 470 - Insurance Company Operations (4)  
RMI 495 - Risk Management & Insurance Capstone (4)  
FPLN 450 - Retirement Savings & Income Planning (4)  

**Major Area Elective (8)**

*Select 8 hours from the following:

- ACCT 341 - Fraud Investigation (4)
- ACCT 342 - Interviewing Techniques for Fraud Investigations (4)
- ACCT 343 - Legal Elements of Fraud (4)
- ACCT 344 - Corporate Governance & Internal Control Assessment (4)
- ECON 321 - Intermediate Microeconomics (4)
- ECON 322 - Intermediate Macroeconomics (4)
- ECON 420 - Forecasting (4)
- FINA 403 - Advanced Financial Management (4)
- FINA 405 - Investments (4)
- FINA 450 - Global Finance (4)
- FPLN 300 - Principles of Financial Planning (4)
- FPLN 430 - Tax Planning (4)
- FPLN 440 - Risk Management & Insurance Planning (4)
- FPLN 460 - Estate Planning (4)
- RMI 410 - Risk Management & Insurance Internship (1-4)

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**WEB DEVELOPMENT**

**PREREQUISITE COMPETENCIES**

- PF 321 - Learning Strategies (2)
- COMP 101 - Problem Solving with Computing (2)
- COMP 204 - Principles of Computer Networks (2)
- COMP 281 - Database Management Systems (4)
- GRPH 117 - Graphic Editing Software (1)
- GRPH 210 - Fundamentals of Graphic Design (4)
- ITEC 136 - Principles of Programming (4)
- WEBD 101 - Introduction to Web Page Construction (2)
- WEBD 146 - Javascript for Programmers (2)
- WEBD 236 - Web Information Systems Programming (4)
- MATH 160 - College Algebra (4)
- MATH 280 - Introduction to Probability & Statistics (4)
- ENG 220 - Research Writing: Exploring Professional Identities (4)

**MAJOR AREA (36 HOURS)**

- COMP 325 - Human-Computer Interaction (4)
### ACADEMIC MINORS

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*Also Available for Urbana University students

**Only available for Urbana University students
A minor is designed to provide students an opportunity to explore a topic complementary to their major areas of study. The minor provides students the opportunity to explore the basic concepts and knowledge in an area outside of the primary course of study. Minors are recommended for students who want to complement and/or enhance a major; they are not, however, intended to complete the major.

Minors Policy and Requirements

With careful planning, students may be able to complete the requirements for a minor as part of the hours already required for their degree programs. The responsibility for designating the requirements for a minor lies with the program/faculty offering the minor. Academic policies related to minors include the following:

• Requirements for a minor consist of between 12 - 16 credit hours
• Students must attain a minimum 2.0 GPA in the minor area, and each minor course must be completed with a grade of “C” or better
• Students must earn at least half of the required credit hours for the minor in residence at the University
• No more than one course can be used to fulfill any other specific degree requirements, such as the Major Area, Major Elective, General Education Core, or Business/Professional Core requirements
• Courses for a minor may not be taken Credit/Non-Credit
• Any prerequisites to courses in the minor must be honored
ACCOUNTING

Program Chair, Timothy Hurley, JD

Accounting is often referred to as the “language of business.” As such, Franklin’s Accounting minor is designed to augment a student’s skill set for non-accounting-related business fields, including business administration and management. The knowledge obtained in this minor builds on core accounting courses with additional upper-level courses that cover both technical and theoretical accounting skills, preparing students to meet the opportunities and challenges of advanced positions.

The educational objectives of the Accounting minor are to enable a student to:
• Evaluate contemporary financial accounting issues
• Analyze federal income tax issues
• Analyze information systems through evaluation of process controls and organizational system risks within a business process

(14-16 credit hours)
   ACCT 310 or ACT 315 - Intermediate Accounting I
   ACCT 320 - Intermediate Accounting II
   ACCT 390 - Federal Income Tax I or ACT 224 - Income Taxation of Individuals
   ACCT 425 - Accounting Information Systems

BUSINESS ECONOMICS

Program Chair, Martina Peng, Ph.D.

The Business Economics minor is designed to provide insights into the decision-making process to non-economics majors. Solid understanding of basic economic principles of opportunity cost, scarcity, diminishing returns, and gains from trade enables graduates to successfully compete in a global economy. Tools of economic analysis and “economic way of thinking” provide an essential foundation for forming business strategy. Acquired useful transferrable skills make the graduates with training in Business Economics valuable members of governmental and business organizations, successful entrepreneurs, and knowledgeable decision-makers.

The educational objectives of the Business Economics minor are to enable a student to:
• Evaluate financial and non-financial data for decision-making
• Analyze ethical issues in economic policies and regulations
• Analyze current economic issues

(16 credit hours)
   ECON 321 - Intermediate Microeconomics
   ECON 322 - Intermediate Macroeconomics
   and choose two of the following:
   ECON 340 - Money, Banking, & Financial Markets
   ECON 420 - Forecasting
   ECON 450 - History of Economic Thought
COMMUNICATIONS

Program Chair, Brenda L. Jones, Ph.D.

Effective written and verbal communication is vital to success in the workplace. Franklin’s Communications minor provides an enriching complement to any major, but is especially useful for business, finance, public relations, marketing, and human resources students interested in running a small to medium-sized business and provides a strong compliment to a Public Relations, Marketing, or Human Resources major. Top managers in smaller organizations need to be skilled communicators in order to engage and retain quality employees. This minor enables students to gain the confidence, skills, and knowledge necessary to structure and manage communication in a variety of professional settings.

The educational objectives of the Communications minor will enable a student to:

• Examine the role of communication in various situations
• Apply principles of communication in various contexts
• Evaluate communication opportunities
• Formulate effective communication strategies

(16 credit hours)
COMM 315 - Communication Ethics
COMM 321 - Organizational Communication
COMM 335 - Communication in Groups & Teams
COMM 400 - Intercultural Communication

BUSINESS FORENSICS

Program Chair, Charles Saunders, Ph.D., CPA, CIA, CFE, CCSA, CRMA

The detection and deterrence of fraud in the workplace is a management responsibility that crosses all industries. To gain the knowledge necessary to fulfill this requirement, a student who minors in Business Forensics will learn the foundational skills needed to properly assist in the investigation, detection, documentation, and prevention of business fraud. The wide applicability of these specialized skills to all aspects of the business life cycle makes this minor a relevant addition to a manager’s expertise.

The educational objectives of the Business Forensics minor are to enable a student to:

• Detect business fraud using technical, analytical, and problem-solving skills
• Determine the internal controls needed to help prevent business fraud
• Demonstrate written and oral communication skills in fraud investigation and reporting

(16 credit hours)
BSFR 341 - Fraud Examination
BSFR 342 - Interviewing Techniques for Fraud Investigations
BSFR 343 - Legal Elements of Fraud
BSFR 344 - Corporate Governance & Internal Control Assessment
CRIMINAL JUSTICE ADMINISTRATION

Program Chair, Chenelle Jones, Ph.D.

The minor in Criminal Justice Administration (CJAD) was developed to offer selected CJAD courses to individuals who may have an interest in criminal justice as an additional area of study. The minor in CJAD may be of particular interest to students who are employed, or who seek to be employed, by a public safety agency in a non-sworn (civilian) capacity. The CJAD minor may also be of interest to students in business degree programs who work with private sector agencies that interact with agencies in the criminal justice system. The minor in CJAD provides an opportunity for personnel who are not directly involved with the criminal justice system to increase the scope of their knowledge, skills, and abilities in the area of criminal justice administration.

The educational objectives of the minor in criminal justice are to enable graduates to:

- Explain the purpose and function of the correctional system in the U.S.
- Describe the purpose and function of the courts system in the U.S.
- Compare and contrast theories of crime and offending that are commonly accepted in the field of criminal justice
- Apply critical thinking, reasoning, and analytical skills required for ethical decision-making and problem solving in criminal justice
- Apply management, administrative, and leadership skills appropriate to a criminal justice agency

(16 credit hours)

CJAD 210 - Introduction to Criminal Justice Administration
CJAD 240 - Introduction to Criminology and two of the following:
  CJAD 310 - Courts & Criminal Procedure
  CJAD 315 - Policing in America
  CJAD 320 - Corrections in America
  CJAD 330 - Juvenile Justice & Delinquency
  CJAD 450 - Criminal Justice Management & Administration
  CJAD 455 - Ethics in the Criminal Justice System

DIGITAL MARKETING

Program Chair, R. Bruce Ramsey, M.S.C., MBA

In many organizations, employees are called upon to perform a wide variety of activities, including Internet application and other technology-dependent activities. The Digital Marketing minor is designed for students who wish to complement their current expertise or major with the knowledge, skills, and abilities of a marketing generalist. This minor helps develop proficiency in the areas of graphic design, Web authoring, Internet marketing, and eCommerce.

The educational objectives of the Digital Marketing minor are to enable a student to:

- Plan and develop websites in support of an organization's marketing objectives
- Apply principles of graphic design to Internet-based marketing activities
- Evaluate and respond to the implications of eCommerce for an organization

(17 credit hours)

COMM 107 - Introduction to Web Presentation & Publishing
MKTG 340 - Digital Marketing
MKTG 345 - Social Media Marketing
MKTG 415 - Search Engine Marketing
MKTG 435 - Digital Marketing Analytics
Program Chair, Jonathan McCombs, Ph.D.

The minor in Emergency Management & Homeland Security (SEMT) was developed to offer major area SEMT courses to individuals who may have an interest in safety, security, and emergency management as an additional area of study. The minor in SEMT may be of particular interest to students who are employed by an Emergency Management, Homeland Security, or public safety agency in a non-sworn (civilian) capacity. Most Emergency Management, Homeland Security, and public safety agencies employ significant numbers of civilian employees in local, state, and federal agencies to support the sworn personnel in those agencies. The minor in SEMT provides an opportunity for non-sworn Emergency Management, Homeland Security, and public safety employees to increase the scope of their knowledge, skills, and abilities in the area of emergency management and homeland security.

The educational objectives of the Emergency Management & Homeland Security minor are to enable a student to:

- Apply principles of basic accounting, fiscal management, and budgeting appropriate to safety, security, and emergency management agencies
- Apply appropriate ethical principles, laws, and human relations skills to all applicable areas of operations in safety, security, and emergency management agencies
- Analyze the functions and interactions of various safety, security, and emergency management agencies
- Evaluate the unique roles and challenges faced by safety, security, and emergency management agencies

(16 credit hours)
SEMT 322 - Ethics & Leadership in Safety, Security & Emergency Management Agencies
SEMT 328 - Emergency Management Theory & Practice
SEMT 335 - Introduction to Emergency Management & Homeland Security
SEMT 432 - Homeland Security - Theory & Practice at the Local Level

FINANCIAL MANAGEMENT

Program Chair, Bruce A. Campbell, Ph.D.

Because financial considerations are of significant element in all types of organizational decision making, Franklin's Financial Management minor is a natural complement to other business disciplines. This minor is designed to provide students with an understanding of finance beyond that achieved through the principles course in the business core, providing them with more in-depth knowledge of the financial system, corporate finance, and investments.

The educational objectives of the Financial Management minor are to enable a student to:

- Calculate the value of market securities using bond and stock valuation models
- Analyze financial statements and documentation. Apply cost of capital and budgeting tools to the evaluation of investment projects
- Construct investment portfolios based on the criteria of risk and return

(16 credit hours)
FINA 301 - Money, Banking & Financial Markets
FINA 403 - Advanced Financial Management
FINA 405 - Investments
FINA 450 - Global Finance
FIRE & EMERGENCY SERVICES ADMINISTRATION

Fire & Emergency Services is an area of study that includes a wide variety of disciplines involved in the preservation and maintenance of social order in society. The Fire & Emergency Services curriculum, based on the Fire & Emergency Services Higher Education model, is designed to prepare students for further academic study or for careers in Fire and Emergency Services.

The educational objectives of the Fire & Emergency Services minor are to enable a student to:
• Select and apply the appropriate statistical and quantitative tools and techniques of analytical decision-making in the context of the Fire and Emergency Services agencies
• Apply critical thinking, reasoning, and analytical skills required for ethical decision-making and problem solving in Fire and Emergency Services
• Demonstrate knowledge of ethical principles, laws and standards of professional conduct applicable to the Fire and Emergency Services system
• Apply management and administration skills appropriate to a Fire and Emergency Services agency.

(16 credit hours)
FIES 310 - Fire & Emergency Services Administration
FIES 330 - Human Resource Management for the Fire & Emergency Services
FIES 430 - Political & Legal Foundations for Fire Protection
FIES 450 - Applications of Fire Research

GLOBAL BUSINESS

In order to fully understand and successfully navigate in the 21st century-business environment, professionals will need to broaden their perspectives and adaptability. The minor in Global Business is designed to help students update their understanding of cultures and practices around the world, allowing them to strengthen the value of their primary degree with increased tolerance, communication skills, and marketability.

The educational objectives of the Global Business minor are to enable a student to:
• Identify current global issues and market trends
• Communicate appropriately for a range of purposes and audiences
• Explore ethnocentrism and the nature and function of culture
• Evaluate how businesses adjust to cultural differences in developing a global strategy

(16 credit hours)
BSAD 476 - Global Business Issues
HUMN 305 - Global Issues
and two of the following:
ANTH 215 - Cultural Anthropology
COMM 400 - Intercultural Communication
FINA 450 - Global Finance
HUMN 218 - World Religions
HUMN 405 - Study Abroad: Developing a Global World View
MKTG 450 - Global Marketing
HEALTHCARE MANAGEMENT

Program Chair, Mary Bynum, DHA

The minor in Healthcare Management was developed to offer selected major area Healthcare Management courses to individuals who have an interest in healthcare management but who are not eligible to enroll in the Allied Healthcare Management major because they lack the technical credit requirement, or are interested in pursuing another major such as Healthcare Information Systems Management, or Business Administration. The minor in Healthcare Management, like the minor in Healthcare and Society, may be of interest to students who are employed, or seek to be employed, in a healthcare setting or related discipline. Those interested in pursuing a career in healthcare management but lack the required requisites for the Allied Healthcare Management degree may want to enroll in the Healthcare Management major. The healthcare industry is one of the fastest growing fields with an increasing demand for qualified personnel to support the delivery of health care services to an expanding population. The minor in Healthcare Management provides the individual with the opportunity to gain insight into the operational issues and opportunities facing today’s healthcare organizations.

The educational objectives of the Healthcare Management minor are to enable a student to:

• Demonstrate the ability to interpret financial data and apply financial concepts in solving problems related to healthcare organizations
• Demonstrate the ability to apply legal and ethical reasoning principles in resolving significant patient issues confronted by health services administrators
• Synthesize management and organizational theory in a healthcare environment

(16 credit hours)

HCM 300 - Healthcare Management
HCM 320 - Healthcare Financial Management I
HCM 442 - Legal Aspects of Healthcare Management
HCM 472 - Contemporary Issues in Healthcare Management

HEALTHCARE & SOCIETY

Program Chair, Leslie Mathew, M.D., M.B.A.

The minor in Healthcare & Society was developed to offer selected major area Healthcare Management courses to individuals who may have an interest in healthcare management but who are unable to enroll in the Allied Healthcare Management degree completion program due to the technical course requirement, or chose to pursue another major. The minor in Healthcare & Society may be of interest to students who are employed, or who are seeking employment in, a healthcare setting or a related discipline. Those interested in pursuing a career in healthcare management but lack the required requisites for the Allied Healthcare Management degree may want to enroll in the Healthcare Management major. The healthcare industry is one of the fastest growing fields with an increasing demand for qualified personnel to support the delivery of health care services in the community. The minor in Healthcare & Society provides individuals with the opportunity to gain an appreciation of the role healthcare plays in our society as well as an understanding and skill set to successfully function in the healthcare environment.

The educational objectives of the Healthcare & Society minor are to enable a student to:

• Demonstrate the ability to interpret financial data and apply financial concepts in solving problems related to healthcare organizations
• Demonstrate the ability to apply legal and ethical reasoning principles in resolving significant patient issues confronted by health services administrators
• Illustrate how the social, political, and economic environment in the United States impacts the health services delivery system

(16 credit hours)
HCM 300 - Healthcare Management
HCM 340 - Community Health
HCM 422 - Legal Aspects of Healthcare Management
HCM 472 - Contemporary Issues in Healthcare Management

HUMAN RESOURCES MANAGEMENT

Program Chair, Garry McDaniel, Ed.D.

Managers encounter human resources (HR) issues daily, even when functioning in non-HR roles. Franklin’s Human Resources Management minor offers students an opportunity to increase the scope of their theoretical knowledge and practical abilities related to human resources management, including interviewing, hiring, training, motivating, and firing employees, as well as providing information about compensation and benefits.

The educational objectives of the Human Resources Management minor are to enable a student to:
• Integrate human resource concepts, principles, and practices into organizational situations
• Apply concepts and theories of staffing, training, and development
• Apply concepts and theories of compensation

(16 credit hours)
HRM 300 - Human Resources Management
12 credit hours of Human Resources Management courses

INFORMATION SYSTEMS

Program Chair, Bradley C. Watson, Ph.D.

The Information Systems minor is designed for those who have an interest in technology and want to effectively interact with an organization’s Information Services (IS) or Technology (IT) department. Students learn the skills necessary to understand information systems architecture, concepts, and practices, and develop a technical vocabulary to help bridge the communication gap between business and technology.

The educational objectives of the Information Systems minor are to enable students to:
• Analyze, plan, design, and maintain enterprise architecture
• Integrate disparate information systems infrastructure
• Analyze and design complete information systems.

(16 credit hours)
MIS 310 - Information Systems Architecture & Technology
MIS 400 - Systems Analysis & Design
INFA 300 - Introduction to Analytics
ITEC 430 - Information Technology Project Management

MANAGEMENT & LEADERSHIP

Program Chair, Timothy F. Reymann, Ph.D.

The Management minor provides key scholarly- and practitioner-based knowledge that will be of value to managers and leaders. The minor focuses on the development of leadership competencies in human resources, organizational behavior, change management, and transformational leadership.

The educational objectives of the Management minor are to enable a student to:
• Analyze the organizational behavior of a department or business and recommend changes for improvement
• Analyze, recommend, and apply change management processes to real world situations
• Create a leadership development plan through the integration of transformational leadership theory
• Analyze organizational culture and evaluate its impact on an organizational performance

(16 credit hours)
MGMT 325 - Organizational Behavior
MGMT 425 - Organizational Change
MGMT 440 - Organizational Culture & Performance
MGMT 470 - Organizational Leadership

MARKETING

Program Chair, R. Bruce Ramsey, M.S.C., MBA

Because marketing impacts overall business strategy and operations, Franklin’s Marketing minor provides an opportunity for business generalists (e.g., Business Administration and Management majors) and functional specialists (e.g., Accounting and Human Resources Management majors) to increase the scope of their knowledge, skills, and abilities in marketing, advertising, and consumer behavior. Students are exposed to marketing theories and methods, advertising campaigns and procedures, and how behavioral sciences influence an organization’s messaging.

The educational objectives of the Marketing minor are to enable a student to:
• Evaluate marketing activities using generally accepted marketing principles, concepts, and terminology
• Recognize the forces that effect consumer behavior
• Plan for the implementation of advertising activities

(13 - 16 credit hours)
MKTG 300 - Marketing or MKT 206 - Principles of Marketing
MKTG 320 - Promotion or MKT 344 - Advertising & Sales Promotion
MKTG 330 - Marketing Behavior or MKT 345 - Consumer Behavior
MKTG 332 - Marketing Research

MARKETING PROMOTIONS

Program Chair, R. Bruce Ramsey, M.S.C., MBA

Our Marketing Promotions minor will be of particular interest to students who are employed—or seek to be employed—in a capacity closely aligned with marketing, such as communications or public relations. By providing a working knowledge of advertising, public relations, and persuasion, this minor enables students to increase the depth and scope of their business repertoire.

The educational objectives of the Marketing Promotions minor are to enable a student to:
• Develop strategies that serve to persuade an audience or target population
• Plan for the implementation of advertising activities
• Use public relations activities to build and protect an organization’s reputation

(16 credit hours)
MKTG 320 - Promotion
PBRL 325 - Public Relations
MKTG 340 - Digital Marketing
MKTG 345 - Social Media Marketing
PERFORMANCE MANAGEMENT

Program Chair, Timothy F. Reymann, Ph.D.

The performance management minor is designed for undergraduate students who have an interest in increasing the performance of employees and organizations. Using a systems perspective, the performance management minor exposes students to concepts related to change management; organization development; organization analysis; and individual, team, and organizational performance.

The educational objectives of the Performance Management minor are to enable a student to:

• Diagnose organization, group, and individual performance problems
• Recommend organization, group, and individual intervention techniques
• Design strategies to implement and evaluate planned and unplanned change
• Describe the relationship between performance initiatives and organization strategy

(16 credit hours)
- MGMT 325 - Organizational Behavior
- HRM 400 - Performance Management
- HRM 420 - Principles of Organizational Development
- MGMT 425 - Organizational Change

PUBLIC ADMINISTRATION

Program Chair, Alex Heckman, MPA., Ph.D.

The minor in Public Administration is for students who want to work in public or nonprofit organizations or who want to understand the system of American government and how it can be made to function more effectively. The minor can help you become a better citizen, a better community member, and a better business person since all individuals and organizations must interact with government and are significantly affected by government policy and regulations. Students learn how to navigate the American political system at the national, state, and local levels; analyze government finances and the budgeting process; and how public and nonprofit organizations can be improved to operate more efficiently and effectively.

The educational objectives of the Public Administration minor will enable a student to:

• Examine the impact of government institutions and the political system on program implementation and administrative decision making in public and nonprofit organizations
• Apply legal and ethical principles for administrative decision making
• Analyze administrative situations using public administration concepts, organizational theories and principles of management
• Analyze budget and financial information for administrative decision making and reporting

(16 credit hours)
- HRM 400 - Performance Management
- POSC 204 - American Government
- PUAD 305 - Introduction to Public Administration
- PUAD 420 - Government & Nonprofit Budgeting
Program Chair, Michael Posey, Ph.D.

The ability to develop, protect and preserve an organization's positive reputation is critical in any industry. Franklin's Public Relations minor is designed for those who recognize the need for knowledge in and have an appreciation of public relations, promotional strategy, and crisis communication, but work in a non-public relations capacity. Students develop skills in situation analysis, media response, and top-of mind awareness building.

**The educational objectives of the Public Relations minor will enable a student to:**

- Establish techniques for maintaining public relations within an organization
- Examine a variety of media and their influence on public opinion
- Create and implement appropriate persuasive and promotional strategies
- Develop organizational crisis communication plans

(16 credit hours)

PBRL 325 - Public Relations
PBRL 350 - Media Research & Writing
PBRL 425 - Media & Crisis Communication
PBRL 445 - Public Relations & Promotional Strategy

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**AGRIBUSINESS**

Available at Urbana only.

The Agribusiness minor is available to all students, especially Business majors, who have an interest in pursuing a career in Agribusiness. Students complete 12 hours of work in courses that focus on Agribusiness Management and Workforce Development, Agricultural Marketing, Technology in Agriculture, and Agricultural Policy and Current Issues.

**The educational objectives of the Agribusiness minor will enable a student to:**

- Demonstrate understanding of current and emerging programmatic and policy-related issues relevant to agribusiness
- Analyze the impact of social, economic and farm-related issues on agricultural producers and agribusiness
- Evaluate the influences of technology, finances and markets on agribusiness risks, returns and investments
- Communicate with policy makers and the public on agribusiness related issues
- Demonstrate ethical practices in agribusiness decision making and problem solving

(12 credit hours)

AGR 345 - Agriculture Marketings
AGR 355 - Technology in Agriculture
AGR 366 - Agriculture Policy & Current Issues
AGR 447 - Agriculture Social Responsibility
PUBLIC SAFETY MANAGEMENT & LEADERSHIP

Program Chair, Jonathan McCombs, Ph.D.

Most public safety agencies in major cities or large metropolitan areas employ significant numbers of civilian employees to support the sworn personnel in those agencies. The Public Safety Management minor is designed for nonsworn public safety employees to enhance their business and management skills in the area of public safety management.

The educational objectives of the Public Safety Management & Leadership minor will enable a student to:
• Apply principles of basic accounting, fiscal management and budgeting
• Analyze the functions and interactions of various public safety agencies
• Apply ethical principles, laws, and human relations skills to all
• Evaluate the unique roles and challenges faced by public safety agencies in the Homeland Security environment

(16 credit hours)
CJAD 420 - Cybercrime
CJAD 360 - Introduction to Intelligence Analysis and Terrorism OR SEMT 450 - Critical Incident Management
PUAD 420 - Government & Nonprofit Budgeting
SEMT 335 - Introduction to Emergency Management & Homeland Security

WEB DEVELOPMENT

Program Chair, Bradley Watson, Ph.D.

The Web Development minor enables students to learn Web layout, architecture, navigation, coding, and programming in order to create effective websites. This minor is designed for those who want to learn technical and graphic aspects of website development but do not want Web development to be a career focus. This minor is most suitable for a Computer Science major.

The educational objectives of the Web Development minor will enable a student to:
• Design and implement basic websites incorporating DHTML, Javascript, cascading style sheets, animation and rich internet applications
• Apply the principles and elements of graphic design, typography, and color to the design of Web pages

(16 credit hours)
GRPH 210 - Fundamentals of Graphic Design
WEBD 236 - Web Information Systems Programming
WEBD 335 - Advanced Client Side Development
WEBD 435 - Advanced Server Side Development
The Undergraduate Advanced Certificate program is an undergraduate-level program of study that concentrates on a specific body of knowledge within a field of study. It is intended to prepare, upgrade, or retrain a person for immediate application of the knowledge learned. The credits earned as part of this program of study can be applied to a related degree program at Franklin University.

**Undergraduate Advanced Certificate Program Requirements**

- The program must have a minimum of fifteen (15) credit hours with at least twelve (12) of those credit hours earned at Franklin University.
- Students must adhere to the same admissions standards as those entering the undergraduate program.
- All applicable prerequisites must be taken prior to enrolling in the required certificate courses.
- Courses must be completed with a grade of “C” or better.
- A minimum cumulative grade point average (GPA) of 2.0 is required to receive the certificate.
BUSINESS ANALYSIS

Business analysts provide the link between those who manage and operate the business and those who provide the technology-based systems that support the business side of an organization. The Franklin University Advanced Certificate in Business Analysis provides a means for learning the key elements of performing as a business analyst – understanding of information systems architecture and technology, performing project management and undertaking the analysis and design of systems solutions to business needs. The job market for those who have these skills and knowledge sets is wide-open across all sectors – public and private, industrial and services – there is no organization that does not need the services of a business analyst.

Individuals who complete the Undergraduate Advanced Certificate in Business Analysis program will be able to:

1. Apply MIS technology principles and tools to drive business strategies and outcomes.
2. Discuss concepts fundamental to the function and role of business analysts.
3. Recognize and translate business needs into executable projects.

(16 credit hours)

- MIS 200 - Management Information Systems (4)
- ITEC 430 - Information Technology Project Management (4)
- MIS 400 - Systems Analysis & Design (4)
- ISPM 490 - Project Management Certification Review (4)

PROJECT MANAGEMENT

The Franklin University Advanced Certificate in Project Management is intended for those individuals with a strong background in Information Systems and Technology who desire to further their career by taking on project management opportunities. The courses in the curriculum provide a foundation in information technology project management, practical guidance in eliciting and analyzing project requirements and advanced project management models and processes. The job market for those with both the systems and technology background and skills and knowledge in project management is very promising, as all organizations, regardless of size or market, need the skills of project managers who can lead the organization in creating and maintaining market leading information systems.

Individuals who complete the Undergraduate Advanced Certificate in Project Management program will be able to:

1. Explain the project management models that are currently used: Traditional, Agile and Extreme
2. Apply appropriate project management tools for designing software architectures, managing project communications, performing risk analysis, cost estimation, budgeting and quality control and managing the software development life cycle
3. Apply quality assurance techniques to assure that requirements are: verifiable, traceable, measurable, testable, accurate, unambiguous, consistent, and complete.

(16 credit hours)

- ITEC 430 - Information Technology Project Management (4)
- ISPM 320 - Requirements Analysis & Testing (4)
- ISPM 450 - Advanced Project Management (4)
- ISPM 490 - Project Management Certification Review (4)
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*Limited availability onsite at Urbana University.
The MBA Program at Franklin University provides the graduate student with a unique learning experience that is both instructional - teaching essential business skills - and formational - instilling in the student the critical qualities required of a business professional of the new age. The program emphasizes key themes throughout its courses and blends traditional business disciplines. Material based on the needs identified by business world experts is combined with conventional MBA instruction to prepare students for leadership roles in the companies of today and beyond.

**STATEMENT OF PURPOSE**
To prepare students for leadership roles to make beneficial contributions to their work, their organization, and to society.

The Franklin University MBA Program is designed for busy professionals who are interested in advancing their career while meeting the demands of a challenging workplace by increasing their level of competence and resolving increasingly complex business challenges. The program of study emphasizes theory to practice and the acquisition of lifelong learning skills essential in being personally and professionally effective in a world characterized by uncertainty and growing levels of complexity.

**GOALS OF THE MBA PROGRAM**
Provide a transformational process for students to:
1. Improve their effectiveness in their current work and life role.
2. Recognize and capitalize on their next major professional and personal opportunity.
3. Identify and develop their potential for meeting future leadership challenges and make meaningful contributions in a world characterized by uncertainty.

**MBA PROGRAM OUTCOMES**
Graduates of the program will be able to:
1. Create and communicate sustained, coherent arguments in two or more media to both internal and external audiences of a business organization
2. Integrate and initiate tactical, operational, and strategic decision making to address organizational challenges
3. Design and execute solutions for problems using a multi-functional business approach
4. Deconstruct and reformulate business decisions by applying theoretical and practical perspectives from multiple disciplines

**MBA PROGRAM CURRICULUM DESIGN**
Franklin University, an innovator in the development of higher education programs geared to the needs of working adults, responds to the forces reshaping today’s business environment with its MBA Program. Created with the input of the business and professional community, Franklin's MBA program enables graduate students to acquire the knowledge and skills needed to be personally and professionally effective in a world that is growing increasingly complex and unpredictable.

The program of study offers a “hand in glove” fit for contemporary graduate students, many of whom already have career and family responsibilities. Students may attend classes online or in-person, or through a combination of both. The 36-hour leadership oriented MBA program can be completed in as few as 16 months.
A special feature of the program of study involves skills assessment and enhancement features. For students whose proficiency in one or more topical areas needs strengthening, special modules, called SuccessPreps, are provided in conjunction with related MBA courses to help assure student success. The skills assessment and SuccessPreps combination makes it possible for the MBA program to be offered without time consuming and costly prerequisites. These SuccessPrep topical areas include operations, financial and managerial accounting, managerial economics, and corporate finance.

The MBA Program enables students to draw upon their own practical work experience to develop both an understanding of key business theories and the ability to apply them in real-life situations.

### OUTCOME MAP

A learning outcome map functions as a roadmap to help guide students’ progress through their program of study. It shows where each outcome is Introduced (I), Reinforced (R), and Assessed (A) within the program’s curriculum.

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### COURSE CURRICULUM (36 HOURS)

- MBA 707 - MBA Foundations (4)
- MBA 711 - Business Environment (4)
- MBA 731 - Operations Management (4)
- MBA 721 - Marketing Management (4)
- MBA 733 - Financial & Managerial Accounting (4)
- MBA 713 - Human Resource Management (4)
- MBA 723 - Managerial Economics (4)
- MBA 737 - Corporate Finance (4)
- MBA 741 - Strategic Management (4)
The healthcare industry plays a vital role in both the nation's economic growth as well as improving the quality of life in our communities. Buoyed by socio-demographic changes, technological advances, the growth of consumerism and public policy the healthcare industry has become and will continue to be one of the largest employers in the United States. As a result of the continued expansion of the industry and the diverse career opportunities in the healthcare field, healthcare management has becomes one of the fastest growing study disciplines in institutions of higher learning.

**STATEMENT OF PURPOSE**

The purpose of the MHA Program is to meet the intellectual and career objectives of professionals who: 1) want to excel as leaders in the delivery of healthcare services, and 2) recognize the importance of life-long learning and career development in healthcare management as a career choice.

**GOALS OF THE MASTER OF HEALTHCARE ADMINISTRATION PROGRAM**

1. Provide students with the management knowledge and skills to fulfill leadership roles in the healthcare industry.
2. Provide students with the managerial knowledge and skills to ensure organizational responsiveness and sustainability.
3. Provide students with problem-solving skills to achieve tangible and long-lasting organizational results.
4. Prepare students to apply theory to the practical world-setting.
5. Enhance student appreciation of diversity in the workplace and society.
6. Prepare students to integrate information technology systems, applications, and principles into the short and long-term strategic goals of an organization.

**MASTER OF HEALTHCARE ADMINISTRATION OUTCOMES**

Graduates of the program will be able to:

1. Evaluate the relationships between the health policy process and economic, social, cultural, and ethical factors.
2. Develop strategic plans to sustain and improve the financial and operational performance of a healthcare organization.
3. Evaluate emerging and ongoing societal, legal, ethical, and regulatory trends specific to healthcare delivery systems.
4. Recommend patient-centered strategies to improve healthcare delivery systems.
5. Develop transformational leadership strategies to influence organizational change.
6. Recommend policies, procedures, and systems that manage information as a healthcare asset.
7. Design process improvement strategies for healthcare organizations using analytical data.
8. Synthesize appropriate theories, principles, and practices of administration in healthcare organizations.
The Franklin University MHA Program is uniquely designed for the busy professional. The curriculum and course work are carefully planned and continually updated to correspond to the ever changing world of healthcare. All courses are designed to be applicable to diverse environments and healthcare settings. Learning methodologies include case studies, lectures, group projects, and community and healthcare setting projects.

The curriculum design will include 6 week online courses. Paper and other required assignments will be completed during the periods of online study. The Program will utilize the online resources of Franklin University as the primary source of study and communication between the student(s) and faculty. Through this medium, assignments and projects will be discussed and completed, announcements made, meetings held, and informal communications between faculty and students, and students to students will be facilitated.

### CORE COURSE CURRICULUM (32 HOURS)
- HCM 733 - Financial & Managerial Accounting in Healthcare Organizations (4)
- HCM 735 - Healthcare Delivery Systems (4)
- HCM 742 - Healthcare Law & Ethics (4)
- HCM 752 - Health Policy (4)
- HCM 762 - Global Health (4)
- HCM 765 - Healthcare Operations Management (4)
- HCM 772 - Healthcare Strategic Management (4)
- HIM 702 - Health Information Governance (4)

### ELECTIVES (4 HOURS)
Select 4 hours from the following:

- Health Informatics
  - HIM 710 - Clinical Workflow & Applications (4)
  - HIM 761 - Healthcare Analytics (4)

- Healthcare Quality Management
  - GRAD 685 - Integrative Field Experience (4)
  - GRAD 770 - Lean Six Sigma (4)

- Other
  - HRM 701 - Human Resource Management (4)
  - PUAD 701 - Foundations of Gov’t & Non-Profit Admin (4)
  - PSYC 603 - Managerial Psychology (4)
MASTER OF PUBLIC ADMINISTRATION

Program Chair, Alexander Heckman, M.P.A., Ph.D.
Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

The Master of Public Administration (MPA) program prepares students to lead and manage government and nonprofit organizations. Students learn to perform financial, statistical, operational, and strategic analyses in order to develop effective administrative plans and make critical management decisions that will improve organizational performance and advance the public and community interest. They also learn the leadership and management skills needed to implement these plans and decisions.

Further, students develop expertise in an area of professional interest by selecting electives from the graduate programs offered at Franklin. The MPA program offers suggested pathways of study in criminal justice, healthcare administration, and human resource management for students who want to develop more in-depth expertise in one of these areas.

MISSION OF THE MPA PROGRAM
Provide a high quality and relevant professional education that will enable our students to:
1. Enhance the quality of the public and nonprofit programs
2. Advance within their public and not-for-profit organizations
3. Succeed in providing leadership that serves our communities

MASTER OF PUBLIC ADMINISTRATION OUTCOMES
Graduates of the program will be able to:
1. Critique management and leadership theories and concepts as they apply to professional practice in mission-driven organizations
2. Incorporate appropriate ethical principles and a public service perspective into professional decision-making
3. Perform analysis for administrative problem solving and decision-making
4. Evaluate and recommend strategies for improving organizational performance, taking into account effective human resources, information systems, and financial and political management practices
5. Develop and evaluate plans for implementing recommendations for improving organizational performance and advancing the missions of government and nonprofit organizations
6. Create and effectively communicate well-reasoned arguments appropriate for diverse audiences and contexts
OUTCOME MAP - PUBLIC ADMINISTRATION

A learning outcome map functions as a roadmap to help guide students’ progress through their program of study. It shows where each outcome is Introduced (I), Reinforced (R), and Assessed (A) within the program’s curriculum.

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MPA COURSE CURRICULUM (40 HOURS)

CORE REQUIREMENTS (28 HOURS)

PUAD 701 - Foundations of Government & Non-Profit Administration (4)
PUAD 710 - Managing Personnel & Information Systems (4)
PUAD 715 - Methodological Reasoning & Quantitative Analysis (4)
PUAD 725 - Management Decision Making Methods (4)
PUAD 740 - Financial Management & Budgeting (4)
PUAD 745 - Strategy, Collaboration, & Communication (4)
PUAD 750 - Leading Government & Non-Profit Organizations (4)
PUAD 790 - Public Administration Capstone (4)

ELECTIVES (8 HOURS)

Students must complete PUAD 701, PUAD 740, and PUAD 715 before taking elective courses. Students may take any graduate courses offered at Franklin to meet the elective requirement, except for graduate capstone courses. Students must meet the prerequisite requirements for any graduate elective course or must obtain approval of the appropriate program chair to admit them into the course by waiving any prerequisite requirements.

Suggested Pathways:
Select 8 hours from any of the following courses, or select another graduate elective course:

CRIMINAL JUSTICE ADMINISTRATION:
CJAD 720 - Criminology Theory & Solutions to Crime (4)
CJAD 730 - Adult & Juvenile Penology (4)
OR CJAD 740 - Strategic Policing & Contemporary Crime Control Strategies (4)

HUMAN RESOURCE MANAGEMENT:
HRM 701 - Human Resource Management (4)
HRM 702 - Employee Rights, Responsibilities & Discipline (4)
HRM 703 - Labor Relations Process & Law (4)

HEALTHCARE ADMINISTRATION:
HCM 735 - Healthcare Delivery Systems (4)
HCM 742 - Healthcare Law & Ethics (4)
HCM 752 - Healthcare Policy (4)
Program Chair, Alan D. Rogers, DBA, CPA
Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

Franklin University’s Master of Science in Accounting Program (MSA) has been designed to meet the evolving changes in business organizations. The Program reinforces the core technical aspects of financial and managerial accounting theory, but also provides graduate students with the abilities employers request most in graduates such as communication, research, and technology skills. Employers need competent accounting professionals who can research and communicate complex accounting issues, as well as navigate organization-wide enterprise resource planning systems and effectively utilize data mining software for in-depth analysis of information. The MSA Program provides students with a relevant, high quality curriculum that is convenient and affordable.

Graduates of the MSA Program are prepared for employment or promotion in public accounting, private industry, or government. They will also have the educational background and framework to seek professional certification (i.e., Certified Public Accountant, Certified Management Accountant, Certified Internal Auditor, or Certified Fraud Examiner). These designations require successful completion of rigorous examinations and additional study beyond that required for the master’s degree may be necessary.

GOALS OF THE MASTER OF SCIENCE IN ACCOUNTING PROGRAM
1. Provide quality, comprehensive, and relevant curriculum
2. Build a community among students, faculty, alumni and accounting professionals
3. Assist students in their transition from academic studies to a professional career
4. Develop strategic alliances with professional, corporate, governmental, and educational organizations

MASTER OF SCIENCE IN ACCOUNTING PROGRAM OUTCOMES
Graduates of the program will be able to:

Financial Operations Pathway:
1. Investigate and evaluate specific enterprise-wide planning system issues
2. Investigate and evaluate specific risk assessment and implementation issues
3. Investigate and evaluate audit or data mining issues
4. Investigate and evaluate forensic accounting issues
5. Research and synthesize specific accounting information to create new knowledge.

Taxation Pathway:
1. Research and analyze the tax circumstances of individual taxpayers to identify advanced tax compliance issues and/or identify tax planning opportunities
2. Research and analyze the tax issues and planning opportunities associated with corporations
3. Research and analyze the tax issues and planning opportunities associated with the formation of pass-through tax entities
4. Research and analyze the tax issues and planning opportunities associated with the federal gift and estate taxes on individuals, trusts, and estates
5. Research and synthesize specific accounting information to create new knowledge.
### OUTCOME MAP - ACCOUNTING

A learning outcome map functions as a roadmap to help guide students' progress through their program of study. It shows where each outcome is Introduced (I), Reinforced (R), and Assessed (A) within the program's curriculum.

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### OUTCOME MAP - TAXATION

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COURSE CURRICULUM (30 HOURS)
Students are admitted to the MSA Program continually throughout the year. Students will generally take courses in a sequence but may elect, depending on course prerequisites, to take particular courses at any time. Students will generally take the Program’s Core Courses followed by either a series of courses in a suggested pathway or choosing 16 hours of coursework from the course options listed in the pathways, followed by a Capstone Course prior to graduation. The suggested course sequence is the same for all students regardless of the admission date.

CORE COURSES (10 HOURS)
ACCT 710 - Introduction to Research in Accounting (2)
ACCT 715 - Financial Accounting Theory (4)
ACCT 725 - Management Control Processes & Systems (4)

SUGGESTED PATHWAYS (16 HOURS)
These Suggested Pathways are designed to provide students with concentrated knowledge in specific areas of accounting, however, students may choose any four (16 hours) of the 8 courses listed below to align with their personal and career goals.

FINANCIAL OPERATIONS:
ACCT 731 - Enterprise Resource Planning Systems (4)
ACCT 732 - Forensic Accounting (4)
ACCT 733 - Advanced Auditing & Data Mining Techniques (4)
ACCT 734 - Enterprise Risk Analysis & Management (4)

TAXATION:
ACCT 751 - Advanced Personal Income Taxation (4)
ACCT 752 - C-Corporation Taxation (4)
ACCT 753 - Pass-Through Entity Taxation (4)
ACCT 754 - Gift and Estate Taxation (4)

CAPSTONE COURSE (4 HOURS)
ACCT 795 - Accounting Research Seminar (4)
MASTER OF SCIENCE IN BUSINESS PSYCHOLOGY

Program Chair, Ray Forbes, Ph.D.
Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

Applied Psychology, with its emphasis on a pragmatic understanding of individual thought and action offers an excellent complement to the practical field of business. The Master of Science degree in Business Psychology is specifically designed to fuse a functional understanding of business with applied psychology. By connecting relevant theory with practice students can immediately apply their in-course learning to their current work situations, prepare themselves for their next position, and obtain a long-term educational advantage for future positions.

This program integrates concepts and practices from the emerging fields of positive psychology, neuroscience, sociobiology, and organizational coaching with the basic business functions of management, finance, marketing and human resources. The intent is to graduate professionals who have a practical insight into human behavior, a working knowledge of business functions and practices, who can thoughtfully integrate the two, and who can make effective organizational contributions at both the individual and group level.

STATEMENT OF PURPOSE
To provide a life-enhancing educational experience that leads to realizing career and personal objectives. This inter-disciplinary program has been developed for working professionals seeking practical engagement with the fields of psychology and business.

GOALS OF THE MASTER OF SCIENCE IN BUSINESS PSYCHOLOGY PROGRAM
To combine relevant theory and practice in order for students to:
1. Obtain knowledge applicable to enhancing their current position, next position, and long-term careers
2. Apply skills and aptitudes appropriate to solving business problems and capitalizing on business opportunities
3. Learn to utilize their strengths and pre-dispositions to societal advantage

MASTER OF SCIENCE IN BUSINESS PSYCHOLOGY PROGRAM OUTCOMES
Graduates of the program will be able to:
1. Assess the value of a neuroscience tool for use in the workplace.
2. Assess the business intelligence of an organization.
3. Evaluate psychological assessments for use in leadership and organization development.
5. Apply psychological principles in new product marketing.
6. Differentiate job applicants using behavioral science methods.
7. Design a process to stimulate organizational innovation.
8. Employ coaching techniques to deal with dysfunctional individuals.
OUTCOME MAP - BUSINESS PSYCHOLOGY

A learning outcome map functions as a roadmap to help guide students’ progress through their program of study. It shows where each outcome is Introduced (I), Reinforced (R), and Assessed (A) within the program’s curriculum.

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COURSE CURRICULUM (36 HOURS)
PSYC 601 - Introduction to Business Psychology (4)
PSYC 602 - Individual & Organizational Intelligence (4)
PSYC 603 - Managerial Psychology (4)
PSYC 604 - Behavioral Economics & Neurofinance (4)
PSYC 605 - Psychology of Marketing (4)
PSYC 606 - Psychology of Human Resources (4)
PSYC 607 - Psychology of Creativity, Innovation & Change (4)
PSYC 608 - Psychology of Organizational Coaching (4)
PSYC 609 - Business Psychology Mastery Demonstration (4)
The Master of Science - Computer Science (MSCS) is designed to provide students with the theoretical and practical application skills required: 1) to master a good understanding of the Computer Science discipline; 2) to be able to contribute immediately and make a positive impact in the workplace. This graduate degree is intended for the working person who wants to be part of the development of the technology of the future.

**MASTER OF SCIENCE – COMPUTER SCIENCE PROGRAM OUTCOMES**

Graduates of the program will be able to perform software project roles in a team environment for:

- Planning project processes and products, analyzing problems and design trade-offs, and making design decisions to address stakeholder needs.
- Designing and implementing a software architecture and related products according to software plans and requirements.
- Monitoring, controlling, verifying, validating, and communicating software development progress relative to plans and requirements.

### OUTCOME MAP - COMPUTER SCIENCE

A learning outcome map functions as a roadmap to help guide students’ progress through their program of study. It shows where each outcome is Introduced (I), Reinforced (R), and Assessed (A) within the program’s curriculum.

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Additional requirements for admission to the M.S. in Computer Science program include:

- A minimum GPA of 3.0 on a 4.0 scale in Computer Science courses, (GRE Computer Science Subject Test will be considered in lieu of a Computer Science undergraduate degree and/or prerequisites)
- Students with an undergraduate degree in computer science will be admitted without future prerequisites. However, the students will be expected to possess basic JAVA programming skills and also the ability to write C++ or C code (used in COMP 674 - Parallel and High Performance Computing)
- Students without a computer science degree will need to have credit for the following Franklin University courses or the equivalent undergraduate course work at a regionally accredited institution or approved relevant work experience:
  - MATH 320 Discrete Mathematics
  - COMP 111 Introduction to Computer Science & Object-Oriented Programming
  - COMP 121 Object-Oriented Data Structures & Algorithms I
  - COMP 323 Fundamentals of Operating Systems

Students in the Computer Science and Information Technology majors may be required to purchase hardware and/or software with capabilities greater than the standard University technology requirements. There will be software requirements beyond the standard Microsoft Office software, such as software development environments, operating systems, virtualization environments and tools, website development and business process documentation tools that will be used in various courses. Students should check the Technology Requirements section of the Bulletin and/or the Course Schedule for the requirements relevant to Computer and Information Sciences majors to ensure they have, and are familiar with, the requisite hardware and software.

**COURSE CURRICULUM (36 HOURS)**

**CORE COURSES (24 HOURS)**

- COMP 620 - Analysis of Algorithms (4)
- COMP 630 - Issues in Database Management (4)
- COMP 645 - Topics in Software Development (4)
- COMP 655 - Distributed Systems (4)
- COMP 671 - Verification & Testing (4)
- COMP 691 - Capstone (4)

**ELECTIVES (12 HOURS)**

Select 12 hours from any of the following courses

- COMP 610 - Internship in Graduate Computer Science (1-4)
- COMP 650 - System Architecture & Engineering (4)
- COMP 660 - Communication Strategies for the Technical Professional (4)
- COMP 665 - Project Management of Information Systems (4)
- COMP 670 - Application of Artificial Intelligence (4)
- COMP 672 - Human Factors (4)
- COMP 676 - Computer Security (4)
- COMP 680 - Special Topics in Graduate Computer Science (4)
- COMP 699 - Independent Studies in Graduate Computer Science (1-4)
Program Chair, Garry McDaniel, Ed.D.
Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

The Master of Science in Human Resource Management program prepares graduates to become “strategic partners” to CEOs – or CEOs themselves. Using current research, best practices, and software applications, students will learn how to promote maximum employee performance in any organization. The Master of Science in Human Resource Management program is ideal for working professionals, those wanting to change careers, managers and executives who want to better develop their employees, and anyone involved in assessing and responding to the development needs of employees and their organization.

The Master of Science in Human Resource Management degree examines theory and applications in all levels of organizational strategy, culture, and practice. Topic areas include human resource management roles and contributions in business planning and strategy, job value analyses, alternative work systems, recruitment and selection, fair employment practices, performance appraisal and management, compensation design and management, job evaluation systems, career development, and employee rights. The topics include the study of specific quantitative and qualitative theories and methods used to collect reliable and valid human resource management data for decision purposes.

STATEMENT OF PURPOSE
To provide a life-enhancing educational experience that leads to realizing career and personal objectives. This inter-disciplinary program has been developed for working professionals seeking practical engagement with the fields of human resources and business.

GOALS OF THE MASTER OF SCIENCE IN HUMAN RESOURCE MANAGEMENT PROGRAM
To combine relevant theory and practice in order for students to:
1. Obtain knowledge applicable to enhancing their current position, next position, and long-term careers
2. Apply skills and aptitudes appropriate to solving business problems and capitalizing on business opportunities
3. Learn to utilize their strengths and pre-dispositions to societal advantage

MASTER OF SCIENCE IN HUMAN RESOURCE MANAGEMENT PROGRAM OUTCOMES
Graduates of the program will be able to:
1. Develop and research how to implement legal and ethical strategic HR planning and processes: recruitment, selection and retention; training; performance management; implement total reward systems; managing change; and labor-management practices in a global environment.
2. Contrast international HRM practices and recognize necessary adjustments for cross cultural differences.
3. Critically analyze and recommend strategic action plans to address HR and organizational issues.
4. Evaluate organizational culture and understand how to implement organizational change strategies that foster collaboration, work/life balance, and commitment.
5. Demonstrate proficiency in oral, written, and interpersonal communication including technology and presentation skills.
The M.S. HRM Program is uniquely designed for the busy professional. The curriculum and course work are carefully planned and continually updated to correspond with the ever-changing world of business. All courses are designed to be applicable to diverse business settings. Learning methodologies include case studies, lectures, group projects, and community setting projects.

The curriculum design will include 6 week online or face-to-face courses. Papers and/or other required assignments will be completed during the periods of on-line study. The Program will utilize the on-line or face-to-face resources of Franklin University as the primary source of study and communication between the student(s) and faculty. Through these mediums assignments and projects will be discussed and completed, announcements made, meetings held, and informal communications between faculty and students, and students to students will be facilitated.

COURSE CURRICULUM (40 HOURS)

- HRM 701 - Human Resource Management (4)
- HRM 702 - Employee Rights, Responsibilities & Discipline (4)
- HRM 703 - Labor Relations Process & Law (4)
- HRM 704 - Performance Appraisal Systems (4)
- HRM 705 - Compensation Design & Administration (4)
- HRM 706 - Organizational Development & Intervention (4)
- HRM 707 - Organizational Leadership (4)
- HRM 708 - Strategic Human Resource Planning (4)
- HRM 709 - International Human Resource Management (4)
- HRM 710 - Capstone Project (4)
MASTER OF SCIENCE – INSTRUCTIONAL DESIGN & LEARNING TECHNOLOGY

Program Chair, Yi Yang, Ph.D.
Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

The Master of Science - Instructional Design and Learning Technology (IDLT) balances theory and practice to develop student competencies in the disciplines of instructional design (ID) and performance technology (PT). Courses require students to apply their learning to create authentic instructional or performance products. The capstone project provides students with the opportunity to apply their learned expertise to solve a real-world learning or performance problem. Because this program is aligned with industry standards, graduates are equipped with the skills and abilities necessary to excel as learning and performance improvement professionals.

MASTER OF SCIENCE - INSTRUCTIONAL DESIGN & LEARNING TECHNOLOGY PROGRAM OUTCOMES

Graduates of the program will be able to:
1. Conduct systematic analyses to identify opportunities for learning and performance improvement.
2. Design interventions to solve learning and performance problems.
3. Evaluate the quality and effectiveness of learning and performance interventions.
5. Develop instructional design or performance technology interventions consistent with ethical standards and practices in the respective fields.
6. Integrate new and emerging technologies into learning and performance environments to enhance learning and collaboration.

OUTCOME MAP - INSTRUCTIONAL DESIGN & LEARNING TECHNOLOGY

A learning outcome map functions as a roadmap to help guide students’ progress through their program of study. It shows where each outcome is Introduced (I), Reinforced (R), and Assessed (A) within the program’s curriculum.

| PROGRAM LEARNING OUTCOMES |
|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 |
| IDPT 600 | I | | | |
| IDPT 610 | R | I | I | I |
| IDPT 620 | R | R | I | R | R |
| IDPT 640 | R | R | R | R | R | I |
| IDPT 645 | | | | | R | R |
| IDPT 650 | | R | R | R | |
| IDPT 660 | R | R | R | R | R | R |
| IDPT 670 | A | A | A | A | A | A |
Instructional Design & Learning Technology students are expected to exceed the General Technology Requirements. To maximize the educational experience, IDLT students must have:

- Broadband access
- Web Cam
- Articulate Studio (Please note: 1) Directions for purchase will be provided. 2) The Apple operating system is not supported; students must have access to a Windows system. 3) Microsoft PowerPoint and Microsoft Word are required for Articulate.)

**COURSE CURRICULUM (32 HOURS)**

IDPT 600 - Principles of Learning Theory (4)
IDPT 610 - Principles of Instructional Design (4)
IDPT 620 - Principles of Human Performance Technology (4)
IDPT 640 - Enhancing Learning with Technology (4)
IDPT 645 - Learning Management Systems (4)
IDPT 650 - Evaluation (4)
IDPT 660 - Advanced Instructional Design & Performance Technology (4)
IDPT 670 - Capstone (4)
MASTER OF SCIENCE – MARKETING & COMMUNICATION

Program Chair, JoAnna Williamson, Ph.D.
Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

The Master of Science - Marketing & Communication Program is designed to accommodate the evolving development of marketing within today's forward-thinking organizations. The Program not only responds to recent shifts in how the world communicates and how the marketing function is positioned in organizations of the future.

The Marketing & Communication Program integrates instruction in the marketing and communication disciplines to help students develop knowledge and expertise in these two separate but related fields. In addition, Marketing & Communication students will complete a number of graduate core courses which every individual with an advanced degree should be well versed in, regardless of their degree program. As a graduate of the Marketing & Communication Program, individuals will be a candidate for positions in organizations where marketing and communication responsibilities have been combined. Graduates also will be positioned to seek a leadership role in either or both of these areas, as well as to make a career transition from one to the other.

The Program offers the benefits of Franklin’s unique approach, blending the theoretical and practical to equip you with knowledge and skills you can put to use in today's marketing environment.

Master of Science in Marketing & Communication students must also have the following in addition to the General Technology Requirements:  • Broadband access  • Web Cam

MASTER OF SCIENCE - MARKETING & COMMUNICATION PROGRAM OUTCOMES

Graduates of the program will be able to:
1. Develop research and theory-based marketing communication strategies to support organizational goals and objectives.
2. Recommend and evaluate traditional and contemporary processes and tactics to implement marketing communication strategies.
3. Communicate with internal and external audiences.
4. Integrate scholarly marketing communication knowledge into marketing communication practices.
OUTCOME MAP - MARKETING & COMMUNICATION

A learning outcome map functions as a roadmap to help guide students' progress through their program of study. It shows where each outcome is Introduced (I), Reinforced (R), and Assessed (A) within the program's curriculum.

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COURSE CURRICULUM (40 HOURS)

MCM 707 - Marketing Communication Foundations (4)
MCM 713 - Marketing Communication Essentials (4)
MCM 727 - Behavioral Research (4)
MCM 711 - Digital Marketing Strategies (4)
MCM 721 - Creative Concepts (4)
MCM 723 - Metrics & Analytics (4)
MCM 731 - Applied Marketing Communication Theory (4)
MCM 733 - Marketing Communication Planning (4)
MCM 737 - Marketing Communication Management & Leadership (4)
MCM 741 - Marketing Communication Capstone (4)
MASTER OF ARTS IN CRIMINAL JUSTICE ADMINISTRATION

Program Chair, Jonathan McCombs, Ph.D.
Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

The program leading to the Master of Arts degree in Criminal Justice Administration offers a comprehensive examination of the criminal justice system, an exploration of criminal and delinquent behaviors, a foundation in research and statistics, and an opportunity to explore other relevant topics of interest to the student.

As our society evolves, so does the threat to law and order. From the treatment of youth in the criminal justice system to the prevention and prosecution of cybercrime, today’s criminal justice leaders are in uncharted territory. The M.A. in Criminal Justice Administration arms in-career professionals with a comprehensive understanding of the criminal justice system. Theory-to-practice coursework equips graduates to apply knowledge to solve present-day challenges at the local, state or federal level.

M.A. IN CRIMINAL JUSTICE ADMINISTRATION PROGRAM OUTCOMES

Graduates of the program will be able to:
1. Apply criminal justice theories to the development of effective and sustainable criminal justice programs.
2. Identify the general structure of criminal justice agencies.
3. Evaluate critical issues in criminal justice administration and management.
4. Demonstrate writing and research skills that will assist in securing funding to sustain and expand criminal justice programming.
5. Develop policies and procedures relevant to the administration and management of criminal justice agencies.

COURSE CURRICULUM (30 HOURS)

CJAD 700 - Effective Administration of Justice (4)
CJAD 710- Adult and Juvenile Systems of Justice (4)
CJAD 620 - Statistics and Research Methods for Criminal Justice (3)
CJAD 670- Victimology (3)
OR CJAD 680 - Grant Writing (3)
CJAD 720- Criminology Theory and Solutions to Crime (4)
CJAD 730- Adult & Juvenile Penology (4)
OR CJAD 740 Strategic Policing & Contemporary Crime Control Strategies (4)
PUAD 745- Strategy, Collaboration and Communication (4)
PUAD 790- Public Administration Capstone (4)
MASTER OF SCIENCE IN NURSING
MAST OF SCIENCE IN NURSING - FAMILY NURSE PRACTITIONER

Program Chair (MSN), Barbara Miville, Ph.D.
Program Chair (MSN-FNP), Debbie Connor, Ph.D.

Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

The MSN program builds upon the goals and competencies of the BSN Program and focuses on an advanced level of nursing theory, practice, and research. The program is designed for nurses who want to pursue more advanced positions in today’s challenging health care environments. The program blends nursing theory and advanced practice concepts necessary to work within the structure, culture, and mission of a variety of health care organizations or educational settings.

The MSN program prepares nurses to assume advanced leadership roles and responsibilities within the nursing profession. Graduate education builds upon knowledge and competencies gained in baccalaureate education. Graduate students use critical thinking, creativity, and problem solving skills that require in-depth nursing knowledge and are prepared to coordinate health care programs within complex systems in an era of health care reform. The curriculum is based upon nursing and related theories and the application of research findings to clinical, administrative and educational nursing issues. Graduate students are also prepared for doctoral study in nursing and continued personal and professional development.

EARN AN ACCREDITED DEGREE

Adding credibility to your Franklin MSN degree is specialized accreditation from the Commission on Collegiate Nursing Education (CCNE), an accrediting body affiliated with the American Association of Colleges of Nursing (AACN). CCNE evaluates nursing programs for academic quality and standards. As a student, you can rest assured that an accredited MSN prepares you for what comes next – advanced practice, leadership roles or even doctoral study in nursing.

MASTER OF SCIENCE IN NURSING PROGRAM OUTCOMES

Graduates of the program will be able to:
1. Synthesize theories and knowledge from nursing and related disciplines to develop a theoretical basis to guide practice in an advanced nursing role.
2. Apply leadership skills and decision making in the provision of high quality nursing care in diverse settings.
3. Provide leadership across the care continuum in diverse settings to promote high quality, safe, effective patient centered care.
4. Appraise, use, and participate in the extension of nursing knowledge through scientific inquiry.
5. Integrate current and emerging technologies into professional practice.
6. Demonstrate responsive leadership, collaboration, and management to influence the advancement of nursing practice and the profession of nursing and to influence health policy.
7. Employ collaborative strategies and effective communication to advocate for the role of the professional nurse as a member and leader of interprofessional teams.
8. Integrate clinical prevention and population health concepts to provide holistic, comprehensive nursing care for individual, families, and aggregates.
9. Demonstrate an advanced level of understanding of nursing and relevant sciences and integrate this knowledge into practice.
MASTER OF SCIENCE IN NURSING COURSE CURRICULUM (38 HOURS)

CORE COURSES (30 HOURS)
HCM 735 - Healthcare Delivery Systems (4)
HCM 752 - Health Policy (4)
NURS 612 - Role of the Master’s Prepared Nurse (3)
NURS 644 - Advanced Pathophysiology (3)
NURS 646 - Advanced Physical Assessment (3)
NURS 648 - Advanced Pharmacology (3)
NURS 650 - Population-Focused Care (3)
NURS 693 - Evidence Based Practice & Quality Improvement (3)
NURS 795 - Practicum (4)

ELECTIVES (8 HOURS)
Select 8 hours from any of the following courses

HCM 733 - Finance and Managerial Accounting in Healthcare Organizations (4)
HCM 742 - Healthcare Laws and Ethics (4)
HCM 762 - Global Health (4)
HIM 702 - Health Information Governance (4)
HIM 710 - Clinical Workflow & Applications (4)
HIM 761 - Healthcare Analytics (4)
HRM 701 - Human Resources Management (4)
HRM 706 - Organizational Development and Intervention (4)
HRM 707 - Organizational Leadership (4)
IDPT 600 - Principles of Learning Theory (4)
IDPT 645 - Learning Management Systems (4)
IDPT 650 - Evaluation (4)
NURS 772 - Curriculum Design, Development, & Evaluation (4)
NURS 777 - Teaching/Learning Strategies and Technology in Nursing Education (4)

MASTER OF SCIENCE IN NURSING - FAMILY NURSE PRACTITIONER COURSE CURRICULUM (41 HOURS)

HCM 752 - Health Policy (4)
NURS 613 - Role of Advanced Practice Nurse (3)
NURS 644 - Advanced Pathophysiology (3)
NURS 646 - Advanced Physical Assessment (3)
NURS 648 - Advanced Pharmacology (3)
NURS 650 - Population-Focused Care (3)
NURS 693 - Evidence Based Practice & Quality Improvement (3)
NURS 700 - Foundations of Nurse Practitioner Practice (3)
NURS 701 - Primary Care I (4)
NURS 702 - Primary Care II (4)
NUTS 703 - Management of Multidimensional Health (4)
NURS 795 - Practicum (4)
The Graduate Academic Certificate program is a graduate-level program of study that concentrates on a specific body of knowledge within a field of study. It is intended to prepare, upgrade, or retrain a person for immediate application of the knowledge learned. The credits earned as part of this program of study can be applied to a related degree program at Franklin University.

Graduate Academic Certificate Program Requirements

- The program must have a minimum of fifteen (15) credit hours with at least twelve (12) of those credit hours earned at Franklin University
- Students must adhere to the same admissions standards as those entering the graduate program
- All applicable prerequisites must be taken prior to enrolling in the required certificate courses
- Courses must be completed with a grade of "B-" or better
- A minimum cumulative grade point average (GPA) of 3.0 is required to receive the certificate
CRIMINAL JUSTICE LEADERSHIP

The Academic Certificate in Criminal Justice Leadership is a for-credit certificate program that synthesizes research and evaluation skills. Students will integrate theoretical and strategic knowledge from corrections, courts, and law enforcement in order to develop solutions to complex criminal justice challenges. These challenges are addressed within a context of diverse perspectives and ethical administration and leadership that will prepare them for advanced positions in the criminal justice profession or further academic study. Credits earned from courses completed in the Academic Certificate in Criminal Justice Leadership can be transferred towards Franklin University’s Master of Public Administration program.* The courses in this certificate program are developed to align with industry standards, and graduates are equipped with the enhanced skills and abilities necessary to advance their careers and compete as criminal justice professionals.

Individuals who complete the Academic Certificate in Criminal Justice Leadership program will be able to:

1. Evaluate juvenile and adult corrections, histories, best-practices, and trends.
2. Analyze complex and multi-systemic adult and juvenile systems of justice and social control mechanisms.
3. Develop solutions to crime through the administration of criminal justice organizations, community partnerships, and stakeholders, utilizing criminology theories.
4. Develop ethical leadership models for administration of justice.
5. Evaluate contemporary law enforcement strategies and structures, integrating policy and legal perspectives.

*Please see all admission requirements for the MPA program in the Graduate Policies section of the Bulletin. Twelve (12) of the required sixteen (16) semester credit hours for the certificate must be earned at Franklin University, and each course must be completed with a grade of “B-“ or better.

(16 credit hours)

- PUAD 701 - Foundations of Government & Non-Profit Administration (4)
- CJAD 700 - Effective Administration of Justice (4)
- CJAD 710 - Adult & Juvenile Systems of Justice (4)
- CJAD 720 - Criminology Theory & Solutions to Crime (4)

INSTRUCTIONAL DESIGN

The Academic Certificate in Instructional Design is a for-credit certificate program that includes theory and practice topics in the disciplines of instructional systems design and human performance technology. Students of this certificate program complete courses in both focus areas, and gain key skills in current instructional design technology. Credits earned from courses completed in the Academic Certificate in Instructional Design can be transferred towards Franklin University’s Master of Science in Instructional Design & Learning Technology program.* The courses in this certificate program are developed to align with industry standards, and graduates are equipped with the enhanced skills and abilities necessary to advance their careers and compete as instructional design professionals.

Individuals who complete the Academic Certificate in Instructional Design will be able to:

1. Conduct analyses
2. To identify needs or opportunities for performance and learning improvement.
3. Design and develop interventions to solve performance and learning problems.
4. Design interventions consistent with ethical standards and practices in the field.
5. Integrate technologies into learning environments to enhance learning and collaboration.

*Please see all admission requirements for the MSID program in the Graduate Policies section of the Bulletin. Twelve (12) of the required sixteen (16) semester credit hours for the certificate must be earned at Franklin University, and each course must be completed with a grade of “B-“ or better.
*Please see all entrance requirements for the MS IDLT program in the Graduate Policies section of the Bulletin. Twelve (12) of the required sixteen (16) semester credit hours for the certificate must be earned at Franklin University, and each course must be completed with a grade of “B-” or better.

(16 credit hours)
IDPT 600 - Principles of Learning Theory (4)
IDPT 610 - Principles of Instructional Design (4)
IDPT 620 - Principles of Human Performance Technology (4)
IDPT 640 - Enhancing Learning with Technology (4)

SUSTAINABILITY MANAGEMENT

The Academic Certificate in Sustainability Management is a for-credit certificate program that equips students to meet the growing demand for more efficient management of the limited resources in our world today. In obtaining this certificate, students learn and apply principles of sustainable management of resources and opportunities based on a triple-bottom-line perspective. They obtain and demonstrate the ability to manage trade-offs among social, economic, and environmental values and resources that are critical to the promotion of a sustainably productive future.

Individuals who complete the Academic Certificate in Sustainability Management will be able to:

1. Integrate long-term productivity and welfare goals into management strategies
2. Evaluate trade-offs among social, economic and environmental values
3. Use tools designed to create and implement effective sustainability planning
4. Assess externalities associated with productive activities
5. Help any company or other organization save energy, water, and other costly resources
6. Develop strategies for working with affected stakeholders.

*Please see all entrance requirements for the graduate programs in the Graduate Policies section of the Academic Catalog. Twelve (12) of the required fifteen (15) semester credit hours for the certificate must be earned at Franklin University, and each course must be completed with a grade of “B-” or better.

(15 credit hours)
ENV 500 - Economic Issues in Sustainability Development (3)
ENV 515 - Sustainable Resource Management (3)
ENV 520 - Sustainable Management of Water Resources (3)
ENV 525 - Sustainable Energy and Society (3)
ENV 530 - Sustainable Master Planning & Development (3)
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<td>Doctor of Professional Studies – Instructional Design Leadership</td>
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<td>Doctor of Education in Organizational Leadership</td>
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Program Chair, Wendell Seaborne, Ph.D.
Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

The Franklin University’s Doctor of Business Administration (DBA) has been designed to meet the evolving changes in business organizations and in business education. The program reinforces the core technical aspects of quality research, but also provides graduate students with the abilities employers request most in graduates such as communication and technology skills. Employers need competent professionals who can research and communicate complex issues, as well as navigate organization-wide issues.

GOALS OF THE DBA PROGRAM
1. Provide a quality, comprehensive, and relevant curriculum
2. Build a community among students, faculty, alumni and professionals
3. Assist students in their transition from academic studies to a professional career
4. Develop strategic alliances with professional, corporate, governmental, and educational organizations

DBA PROGRAM OUTCOMES
Graduates of the program will be able to:
1. Demonstrate effective research skills
   a. Formulate a research problem
   b. Integrate previous literature into an appropriate literature review
   c. Design a research study
   d. Analyze data
   e. Summarize and present research results
   f. Discuss research results
2. Demonstrate advanced knowledge and competencies in a major field of study in business
3. Create and present advanced forms of oral and written communication
4. Evaluate and assess the ethical obligations and responsibilities of business for the purpose of responsible management
### OUTCOME MAP

A learning outcome map functions as a roadmap to help guide students’ progress through their program of study. It shows where each outcome is Introduced (I), Reinforced (R), and Assessed (A) within the program’s curriculum.

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DBA COURSE CURRICULUM (58 HOURS)

RESEARCH CORE REQUIREMENTS (16 HOURS)

ENG 800 Writing Foundations (3)
GRAD 888 Colloquium I (1)
GRAD 889 Colloquium II (1)
MATH 807 Introduction to Statistics with SAS (2)
MATH 810 Applied Statistics (3)
MTHD 805 Research Methodology & Design (3)
MTHD 820 Advanced Quantitative Research Design & Analysis (3)
OR MTHD 822 Advanced Qualitative Research & Design (3)

MAJOR CORE REQUIREMENTS (20 HOURS)

Select 20 hours from the following:
MGMT 840 Development of Management Theory & Practice (4)
MGMT 845 Organizational Behavior, Culture & Effectiveness (4)
MGMT 850 Organizational Leadership (4)
MGMT 855 Organizational Systems Perspectives Theory & Application (4)
MGMT 860 Strategic Thinking, Decision-Making & Innovation (4)
MGMT 865 Organizational Performance Analysis (4)
MGMT 870 Business Ethics & Corporate Social Responsibility (4)
MGMT 875 Change Management & Organizational Development (4)

ELECTIVES (12 HOURS)

Select 12 hours from the following:
Any Management course not used in the Major Area
Any DHA course (4)
Any DPS course (4)

DISSERTATION REQUIREMENTS (10 HOURS)

GRAD 901 Comprehensive Exam (1)
GRAD 902 Dissertation I (3)
GRAD 903 Dissertation II (3)
GRAD 904 Dissertation III (3)
GRAD 908 Defense of Dissertation or Capstone (0)
GRAD 999 Study Continuation (3) (if necessary)
DOCTOR OF HEALTHCARE ADMINISTRATION

Program Chair, Alyncia Bowen, Ph.D.
Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

Franklin University’s Doctor of Healthcare Administration (DHA) program has been designed to meet the evolving changes in the healthcare industry. The program reinforces the core technical aspects of quality research, but also provides graduate students with the abilities employers request most in graduates such as communication and technology skills. Employers need competent professionals who can research and communicate complex issues, as well as navigate organization-wide issues.

The objectives of the Franklin University DHA program are:
• Advance healthcare leadership domestically and globally
• Provide a quality, professionally tailored, comprehensive, and practiced oriented curriculum
• Build a community among students, faculty, alumni and professionals
• Create a transformational environment for students to achieve their personal and professional goals
• Integrate academic, professional and community goals and well-fare
• Develop strategic alliances with professional, corporate, governmental, and educational organizations

DHA PROGRAM OUTCOMES
Graduates of the program will be able to:
1. Design organizational strategies that improve healthcare service outcomes
2. Evaluate healthcare organizational data, processes, and operations using research strategies
3. Develop educational and training strategies that enhance human capital in healthcare
4. Recommend policy and procedural strategies for accreditation and regulatory compliance
5. Develop innovative healthcare leadership practices based on executive leadership theories
6. Contribute scholarly and professional work to advance the field of healthcare administration

Graduates of the DHA program will be prepared for employment or promotion in private industry, government or education.
A learning outcome map functions as a roadmap to help guide students’ progress through their program of study. It shows where each outcome is Introduced (I), Reinforced (R), and Assessed (A) within the program’s curriculum.

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DHA COURSE CURRICULUM (58 HOURS)
RESEARCH CORE REQUIREMENTS (16 HOURS)

ENG 800 Writing Foundations (3)
GRAD 888 Colloquium I (1)
GRAD 889 Colloquium II (1)
MATH 807 Introduction to Statistics with SAS (2)
MATH 810 Applied Statistics (3)
MTHD 805 Research Methodology & Design (3)
MTHD 820 Advanced Quantitative Research Design & Analysis (3)
OR MTHD 822 Advanced Qualitative Research & Design (3)

MAJOR CORE REQUIREMENTS (20 HOURS)
HCM 810 Organizations, Community & Global Health (4)
HCM 820 Healthcare Policy, Regulations & Reform (4)
HCM 830 Healthcare Economics, Resources & Finance (4)
HCM 840 Healthcare Quality, Process & Improvement (4)
HIM 802 Advanced Health Information Governance (4)

ELECTIVES (12 HOURS)
Select 12 hours from the following:
HIM 810 Advanced Clinical Workflow & Applications (4)
HIM 861 Advanced Healthcare Analytics (4)
Any DBA course (4)
Any DPS course (4)

DISSERTATION REQUIREMENTS (10 HOURS)
GRAD 901 Comprehensive Exam (1)
GRAD 902 Dissertation I (3)
GRAD 903 Dissertation II (3)
GRAD 904 Dissertation III (3)
GRAD 908 Defense of Dissertation or Capstone (0)
GRAD 999 Study Continuation (3) (if necessary)
Program Chair, Yi Yang, Ph.D.
Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

Franklin University’s Doctor of Professional Studies Program – Instructional Design Leadership (DPS) is designed to meet the evolving changes in the training and instructional design industry. The program reinforces the core technical aspects of quality research, but also provides graduates with the abilities employers request most such as leadership, communication, and technology skills. Franklin’s DPS program provides students with relevant, high-quality curriculum that is convenient and affordable. This program will prepare exemplary domestic and international leaders in instructional design and training by establishing a student-centered, professionally focused, inquiry-driven, and globally significant environment that places high value on diverse cultures, experiences, and perspectives.

DPS PROGRAM OUTCOMES

Graduates of the program will be able to:
1. Analyze organizations to determine learning and performance improvement needs.
2. Strategize and implement solutions to complex learning problems.
3. Demonstrate leadership and management in a learning organization.
4. Design and develop advanced curricula and instructional products.
5. Evaluate training and learning at a systems level.
6. Synthesize knowledge from several fields and disciplines.
7. Conduct and synthesize applied research.
   a. Formulate a research problem
   b. Integrate previous literature into an appropriate literature review
   c. Design a research study
   d. Analyze and interpret data
   e. Summarize and present research results
   f. Discuss research results
A learning outcome map functions as a roadmap to help guide students’ progress through their program of study. It shows where each outcome is Introduced (I), Reinforced (R), and Assessed (A) within the program’s curriculum.

### PROGRAM LEARNING OUTCOMES

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DPS COURSE CURRICULUM (58 HOURS)
RESEARCH CORE REQUIREMENTS (16 HOURS)

ENG 800 Writing Foundations (3)
GRAD 888 Colloquium I (1)
GRAD 889 Colloquium II (1)
MATH 807 Introduction to Statistics with SAS (2)
MATH 810 Applied Statistics (3)
MTHD 805 Research Methodology & Design (3)
MTHD 820 Advanced Quantitative Research Design & Analysis (3)
   OR MTHD 822 Advanced Qualitative Research & Design (3)

MAJOR CORE REQUIREMENTS (20 HOURS)
IDL 800 Strategic Examination of Trends & Technology (4)
IDL 810 Innovative Learning Environment Design (4)
IDL 820 Strategic Assessment & Decision Making (4)
IDL 830 Organizational Learning & Knowledge Management (4)
IDL 840 Instructional Design Researching & Consulting (4)

ELECTIVES (12 HOURS)
Select 12 hours from the following:
MTHD 820 Advanced Quantitative Research Design & Analysis (4)
   OR MTHD 822 Advanced Qualitative Research and Design (4)*
Any DBA course (4)
Any DHA course (4)

*Select course not used in research core.

DISSERTATION REQUIREMENTS (10 HOURS)
GRAD 901 Comprehensive Exam (1)
GRAD 902 Dissertation I (3)
GRAD 903 Dissertation II (3)
GRAD 904 Dissertation III (3)
GRAD 908 Defense of Dissertation or Capstone (0)
GRAD 999 Study Continuation (3) (if necessary)
DOCTOR OF EDUCATION IN ORGANIZATIONAL LEADERSHIP

Program Chair, Denver Fowler, Ph.D.
Curriculum developed in collaboration with the International Institute for Innovative Instruction and Advisory Board.

Franklin University’s Doctor of Professional Studies Program – Instructional Design Leadership (DPS) is designed to meet the evolving changes in the training and instructional design industry. The program reinforces the core technical aspects of quality research, but also provides graduates with the abilities employers request most such as leadership, communication, and technology skills. Franklin’s DPS program provides students with relevant, high-quality curriculum that is convenient and affordable. This program will prepare exemplary domestic and international leaders in instructional design and training by establishing a student-centered, professionally focused, inquiry-driven, and globally significant environment that places high value on diverse cultures, experiences, and perspectives.

Ed.D. PROGRAM OUTCOMES

Graduates of the program will be able to:
1. Apply leadership and management theory in an organizational context.
2. Demonstrate ethical leadership and management in an organization.
3. Evaluate data to prioritize and plan organizational change.
4. Respond to industry legal and regulatory requirements impacting an organization.
5. Analyze organizations to determine leadership, learning, and performance needs.
6. Apply research skills to analyze organizational problems, develop solutions, and measure their impact.

Ed.D. COURSE CURRICULUM (58 HOURS)

RESEARCH CORE REQUIREMENTS (16 HOURS)
ENG 800 Writing Foundations (3)
GRAD 888 Colloquium I (1)
GRAD 889 Colloquium II (1)
MATH 807 Introduction to Statistics with SAS (2)
MATH 810 Applied Statistics (3)
MTHD 805 Research Methodology & Design (3)
MTHD 820 Advanced Quantitative Research Design & Analysis (3)
OR MTHD 822 Advanced Qualitative Research & Design (3)

LEADERSHIP CORE REQUIREMENTS (16 HOURS)
MGMT 875 Change Management & Organizational Development (4)
IDL 810 Innovative Learning Environment Design (4)
OR IDL 820 Strategic Assessment & Decision Making (4)
EDUC 801 Leadership of Organizational Principles (4)
EDUC 805 Leadership of Organizational Resources (4)
FOCUS AREA REQUIREMENTS (8 HOURS)
Select one of the following:
Organizational Leadership
MGMT 845 Organizational Behavior, Culture & Effectiveness (4)
MGMT 850 Organizational Leadership (4)
PK-12 Leadership
EDUC 820 Navigating Bargaining & Contract Parameters (4)
EDUC 825 Building & District Leadership Structure (4)
Higher Education Leadership
EDUC 840 College and University Leader Structures (4)
EDUC 845 Leveraging PK-12 Business Partnerships (4)

ELECTIVES (8 HOURS)
Select 8 hours from the following:
IDL 800 Strategic Examination of Trends & Technology (4)
IDL 810 Innovative Learning Environment Design (4)
IDL 820 Strategic Assessment & Decision Making (4)
IDL 830 Organizational Learning & Knowledge Management (4)
IDL 840 Instructional Design Researching & Consulting (4)
MGMT 840 Development of Management Theory & Practice (4)
MGMT 855 Organizational Systems Perspectives Theory & Application (4)
MGMT 860 Strategic Thinking, Decision-Making & Innovation (4)
MGMT 870 Business Ethics & Corporate Social Responsibility (4)
HCM 810 Organizations, Community & Global Health (4)
HCM 820 Healthcare Policy, Regulations & Reform (4)
HCM 830 Healthcare Economics, Resources & Finance (4)
HCM 840 Healthcare Quality, Process & Improvement (4)
HIM 802 Advanced Health Information Governance (4)
HIM 810 Advanced Clinical Workflow & Applications (4)
HIM 861 Advanced Healthcare Analytics (4)

DISSERTATION REQUIREMENTS (10 HOURS)
GRAD 901 Comprehensive Exam (1)
GRAD 905 Dissertation in Practice I (3)
GRAD 906 Dissertation in Practice II (3)
GRAD 907 Dissertation in Practice III (3)
GRAD 908 Defense of Dissertation or Capstone (0)
GRAD 999 Study Continuation (3) (if necessary)
A learning outcome map functions as a roadmap to help guide students’ progress through their program of study. It shows where each outcome is Introduced (I), Reinforced (R), and Assessed (A) within the program’s curriculum.

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The following programs are available at the Urbana University Branch Campus only.

**The Bachelor of Arts (B.A.) Liberal Studies (120 hours)**

The courses which constitute the flexible program in liberal studies offer each student the opportunity to study various aspects of contemporary American life and the tools to engage in a productive search for meaning.

**PROGRAM OUTCOMES:**

1. Demonstrate general principles from all traditional liberal arts fields and apply information and skills from the field of emphasis.
2. Reason critically, analyze and solve problems objectively, and think creatively.
3. Prepare and present information effectively, in both writing and speech, through research, discussion, and demonstration.
4. Assess, critique, and reflect on their own personal moral and ethical values as well as those of other societies and cultures.

**GENERAL EDUCATION (MINIMUM 36 HOURS)**

**FUNDAMENTAL GENERAL EDUCATION CORE**

Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required)

Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra)

Choose MATH 215 Statistical Concepts.

Minimum of one Laboratory Science course

Choose from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines)

Choose ANTH 215 Cultural Anthropology and also choose one from the Economics, Geography, History, Political Science, Psychology, and Sociology disciplines.
Minimum of six semester hours of Arts and Humanities
Choose HUMN 240 Popular Culture and also choose one or more from the Art, English Literature, Fine Arts, Music, Philosophy, Religion, or Theater discipline.

ADDITIONAL GENERAL EDUCATION REQUIREMENTS
PF 116 - Computer Applications (3)
UNI 199 - University Seminar (2)
MATH 140 Introduction to Quantitative Reasoning
   OR MATH 150 Fundamental Algebra
SPCH 100 - Speech Communication (4)
   OR COMM 150 - Interpersonal Communication (4)

LIBERAL STUDIES COURSES (33 HOURS)
BSAD 110 - Introduction to Business (4)
ECON 220 - Principles of Economics (4)
ENV 101 - Humans & Their Environment (3)
HST 221 - World Civilization I (3) OR HST 222 World Civilization II (3)
HST 341 - U.S. Social & Cultural History (3)
PHI 300 - Logic & Rhetoric (3)
POS 200 - Principles of Political Science (3)

Arts & Humanities (6 Hours)
Choose 6 hours from the following:

ART 212 - Art Appreciation: Modern Art (3)
MUS 205 - Music Appreciation (3)
ART 211 - Art Appreciation: Ancient Art (3)
THE 100 - Introduction to Theater (3)
ENG 232 - Basics of Literature (3)
HUMN 246 - Film Appreciation (4)

Sociology or Psychology (3 Hours)
Choose from the 200 level or above

SOCIOLOGY SPECIALIZATION
MAJOR REQUIREMENTS (18 HOURS)
Sociology Courses: Choose 12 Hours
Psychology Courses: Choose 6 Hours at 300 level or above

UNIVERSITY ELECTIVES (33 HOURS)
Any courses offered by the University except developmental education courses.

POLITICAL SCIENCE SPECIALIZATION
MAJOR REQUIREMENTS (18 HOURS)
Political Science Courses: Choose 15 Hours, with at least 12 Hours at the 300 level or above
POS 499 - Seminar Capstone in Political Science
UNIVERSITY ELECTIVES (33 HOURS)
Any courses offered by the University except developmental education courses.

MEDIA & COMMUNICATION SPECIALIZATION
MAJOR REQUIREMENTS (29 HOURS)
Communication Core
COMM 150 - Interpersonal Communication (4)
COM 202 - Introduction to Mass Media (3)
COMM 315 - Communication Ethics (4)
PBRL 325 - Public Relations (4)

Media & Communication Specialization
COM 240 - Media Design (3)
COM 260 - Video Production (3)
PBRL 350 - Media Research & Writing (4)
PBRL 425 - Media & Crisis Communication (4)

UNIVERSITY ELECTIVES (22 HOURS)
Any courses offered by the University except developmental education courses.

HISTORY SPECIALIZATION
MAJOR REQUIREMENTS (18 HOURS)
History Courses: Choose 15 Hours, with at least 12 Hours at the 300 level or above
HST 499 - Senior Seminar in History (3)

UNIVERSITY ELECTIVES (33 HOURS)
Any courses offered by the University except developmental education courses.

ENGLISH SPECIALIZATION
MAJOR REQUIREMENTS (18 HOURS)
English Courses: Choose 15 Hours at the 200 level or above
ENG 499 - Senior Seminar in English (3)

UNIVERSITY ELECTIVES (33 HOURS)
Any courses offered by the University except developmental education courses.
Associate of Arts (A.A.) Liberal Studies (60 hours)

Liberal Studies is a way to attain equal parts of knowledge from several different fields of study to move forward with a well-equipped set of skills for any situation. As a Liberal Studies associate’s degree major, you’ll explore different facets of contemporary American life and broaden your horizons toward a global perspective.

The program requires the following grade point average minimums for graduation:

**PROGRAM OUTCOMES:**

1. Reason critically, analyze and solve problems objectively, and think creatively.
2. Prepare and present information effectively, in both writing and speech.
3. Apply the critical evaluation of their own as well as societal values to issues of today.

**GENERAL EDUCATION (MINIMUM 36 HOURS)**

**FUNDAMENTAL GENERAL EDUCATION CORE**

Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required)

Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra)

Choose MATH 215 Statistical Concepts.

Minimum of one Laboratory Science course

Choose from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines)

Choose SOCL 110 Introduction to Sociology or PSYC 110 General Psychology and also choose one from the Economics, Geography, History, Political Science, Psychology, and Sociology disciplines.

Minimum of six semester hours of Arts and Humanities

Choose HUMN 240 Popular Culture or HUMN 246 Film Appreciation and also choose one or more from the Art, English Literature, Fine Arts, Music, Philosophy, Religion, or Theater discipline.

**ADDITIONAL GENERAL EDUCATION REQUIREMENTS**

PF 116 - Computer Applications (3)
UNI 199 - University Seminar (2)
MATH 140 Introduction to Quantitative Reasoning
   OR MATH 150 Fundamental Algebra
SPCH 100 - Speech Communication (4)
LIBERAL STUDIES COURSES
Arts & Humanities (Choose 2 courses)
ART 211 - Art Appreciation: Ancient Art (3)
OR ART 212 - Art Appreciation: Modern Art (3)

PHI 208 - Ethics (3)
OR REL 201 The World’s Religions (3)/HUMN 218 World Religions (4)

FLA 101 - Foreign Language I (3)
OR FLA 102 - Foreign Language II (3)

Math & Science (Choose 3 courses)
BIO 106 - Human Reproduction (3)
OR BIO 227 - Humans and Their Environment (4)

AST 213 - Astronomy (4)
OR GEL 211 - Geology (4)
OR MET 212 - Meterology (4)

MATH 150 - Fundamental Algebra (4)

Social Sciences (Choose 2 courses)
HST 201 - US History I (3)
OR HST 202 - US History II (3)
OR HST 222 - World Civilizations (3)

ANTH 215 - Cultural Anthropology (4)
OR GEO 201 - Principles of Geography (3)
OR POS 200 - Principles of Political Science (3)
Bachelor of Science (B.S.) Mathematics (120 hours)

The Mathematics major prepares students for entry into the quantitative professions in government, industry and education as well as entry into graduate school. Students have ample opportunity to enhance their preparation for their chosen career by complementing the Mathematics major with electives in computing, science, and business. Among the many career choices for graduates with a liberal arts degree in Mathematics are business, education, science, computing, actuary work and statistics.

PROGRAM OUTCOMES:

1. Explain the deductive framework used in mathematics, and illustrate its use by stating and proving theorems from several areas of mathematics.
2. Apply mathematical methods of analysis and deduction to investigate fundamental mathematical structures such as groups, graphs, the real line, vector spaces, and topological spaces.
3. Demonstrate a good understanding of the principles and concepts of mathematics through the spoken and written word.
4. Evaluate mathematical claims and analyses as presented in popular and professional formats.
5. Solve problems by applying comprehensive mathematical knowledge from various branches of mathematics.
6. Apply knowledge and skills for comprehensive research project, presentation, and assessment exam.

GENERAL EDUCATION (MINIMUM 36 HOURS)

FUNDAMENTAL GENERAL EDUCATION CORE
Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required)
Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra)
Choose MAT 220 Pre-Calculus.

Minimum of six semester hours of Sciences (two science courses, with one having a laboratory component)
Choose from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines)
Choose from the Anthropology, Economics, Geography, History, Political Science, Psychology, and Sociology disciplines.

Minimum of six semester hours of Arts and Humanities
Choose from the Art, English Literature, Fine Arts, Music, Philosophy, Religion, or Theater disciplines.

ADDITIONAL GENERAL EDUCATION REQUIREMENTS
UNI 199 - University Seminar (2)
SPCH 100 - Speech Communication (4)
   OR COMM 150 - Interpersonal Communication (4)
General Education Electives as needed (cannot include developmental courses)
MATHEMATICS COURSES (50 HOURS)
COMP 101 - Problem Solving with Computing (4)
COS 251 - Programming II (3)
MAT 241 - Calculus and Analytic Geometry I (4)
MAT 242 - Calculus and Analytic Geometry II (4)
MAT 255 - Multivariable Calculus (4)
MAT 320 - Discrete Mathematics (4)
MAT 330 - Differential Equations (3)
MAT 343 - Real Analysis (4)
MAT 361 - History of Mathematics (3)
MAT 418 - College Geometry (3)
MAT 427 - Linear Algebra (3)
MAT 446 - Algebraic Structures (4)
MAT 450 - Statistics I (4)
MAT 499 - Senior Seminar (4)

UNIVERSITY ELECTIVES (34 HOURS)
Any courses offered by the University except developmental education courses.
Bachelor of Science (B.S) Environmental Science (120 hours)

The Bachelor of Science degree in Environmental Science provides a robust foundation in the traditional science disciplines including biology, chemistry, and physics, and incorporates mathematics and the social sciences to build a highly scientifically literate individual with strong core competencies that are highly coveted by employers. The major utilizes a multidisciplinary approach that provides students with a comprehensive and research-based perspective for understanding and solving environmental problems from a wide array of fields and perspectives. For this major, students have the flexibility to select from several areas of emphasis that allows for a customized program of study.

The Environmental Science major is designed for students that desire to work in natural science career fields including environmental sciences, biological sciences, chemical sciences, physical sciences, scientific research, science education, environmental policy, environmental management, environmental consulting, conservation biology, ecology, energy management, and several other related areas in the natural sciences. In addition, the Environmental Science program provides a strong foundation for pre-professional science programs including pre-medical, pre-dental, pre-veterinary, pre-health, and pre-pharmacy or graduate studies.

PROGRAM OUTCOMES:

1. Communicate effectively.
2. Apply logical thinking and critical analysis.
3. Apply fundamental concepts, theories, and research methodologies of the natural sciences into environmental, social, and professional contexts.
4. Apply problem solving strategies to environmental and natural science related issues.
5. Apply comprehensive natural science knowledge and laboratory skills to environmental problems.
6. Analyze and evaluate historical and contemporary issues in science.
7. Find, interpret, analyze, and evaluate the results of natural science research.

GENERAL EDUCATION (MINIMUM 36 HOURS)

FUNDAMENTAL GENERAL EDUCATION CORE

Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required)
Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra)
Choose MAT 220 Pre-Calculus.

Minimum of six semester hours of Sciences
Choose ENV 101 Humans and their Environment and one additional course from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines)
Choose from the Anthropology, Economics, Geography, History, Political Science, Psychology, and Sociology disciplines.
Minimum of six semester hours of Arts and Humanities
Choose from the Art, English Literature, Fine Arts, Music, Philosophy, Religion, or Theater disciplines.

ADDITIONAL GENERAL EDUCATION REQUIREMENTS

UNI 199 - University Seminar (2)
SPCH 100 - Speech Communication (4)
OR COMM 150 - Interpersonal Communication (4)
General Education Electives as needed (cannot include developmental courses)

MAJOR AREA COURSES (43-45 HOURS)

BIO 207 - Biology I-Zoology (4)
BIO 208 - Biology II-Botany (4)
CHE 216 - General Chemistry I (4)
CHE 217 - General Chemistry II (4)
CHE 221 - Organic Chemistry I (5)
CHE 222 - Organic Chemistry II (5)
MATH 215 - Statistical Concepts (4)
MAT 241 - Calculus and Analytic Geometry I (4)
PHY 201 - General Physics I (4)
PHY 202 - General Physics II (4)
SCI 499 - Senior Seminar (1-3)

ENVIRONMENTAL SCIENCE EMPHASIS/PATHWAY (26-33 HOURS)

Choose one area of emphasis/pathway

BIOLOGICAL & HEALTH SCIENCES (27 HOURS)
BIO 251 - General Anatomy and Physiology I (4)
BIO 252 - General Anatomy and Physiology II (4)
BIO 330 - Cell Biology (4)
BIO 405 - Advanced Environmental Science (4)
BIO 406 - Genetics (4)
BIO 420 - Microbiology (4)
BIO 428 - Vertebrate Embryology (4)

CHEMICAL SCIENCES (26 HOURS)
CHE 240 - Biochemistry (3)
CHE 331 - Inorganic Chemistry (4)
CHE 332 - Quantitative Analytical Chemistry (4)
CHE 341 - Toxicology (4)
CHE 442 - Physical Chemistry (3)
CHE 480 - Independent Study (4) OR SCI 421 - Field Experience (4)
MAT 242 - Calculus and Analytic Geometry II (4)

ENVIRONMENTAL PHYSICAL SCIENCE (29 HOURS)
BIO 405 - Advanced Environmental Science (4)
CHE 332 - Quantitative Analytical Chemistry (4)
CHE 341 - Toxicology (4)
CHE 442 - Physical Chemistry (3)
ENV 515 - Sustainability Resource Management (3)
GEL 211 - Geology (4)
GEO 301 - Physical Geology (3)
MET 212 - Meterology (4)

BIO 251 - General Anatomy and Physiology I (4)
BIO 252 - General Anatomy and Physiology II (4)
BIO 330 - Cell Biology (4)
BIO 406 - Genetics (4)
BIO 420 - Microbiology (4)
BIO 428 - Vertebrate Embryology (4)
CHE 332 - Quantitative Analytical Chemistry (4)
PSY 201 - Biopsychology (3)*
PHI 208 - Ethics (3)

Choose PSYC 110 as the prerequisite. Can be used as general education or University elective.

UNIVERSITY ELECTIVES (6 - 15 HOURS)
Any courses offered by the University except developmental education courses.
Bachelor of Science (B.S.) Psychology (120 hours)

The major in Psychology provides a fundamental and broad introduction to the discipline of psychology. The student is afforded considerable exposure to the science of describing, explaining, controlling, predicting, and understanding human behavior. The student will study psychological concepts, theories, research methods, and explore applications of contemporary psychology within a variety of career settings. The student will develop knowledge and skills needed for a variety of positions within private or public sector occupations. Also, the major in psychology is excellent preparation for Master’s and Ph.D. level study in psychology, social work, human ecology, and other disciplines.

PROGRAM OUTCOMES:

1. Recognize/identify major historical events, significant theorists, theoretical perspectives, concepts and principles in psychology.
2. Recognize/identify basic psychological terminology and key characteristics of major content domains (e.g., learning and cognition, mental health, biological developmental, and, sociocultural).
3. Identify/recognize the basic statistics, research methods, and assessment techniques of the behavioral sciences and apply them to the analysis and interpretation of data/findings of psychological phenomena.
4. Apply the major theoretical perspectives, basic concepts, and fundamental principles of psychology to the understanding of human problems.
5. Recognize/identify violations of ethical standards in psychological contexts.

GENERAL EDUCATION (MINIMUM 36 HOURS)
FUNDAMENTAL GENERAL EDUCATION CORE
Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required)
Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra)
Choose MATH 160 College Algebra or higher*.

Minimum of six semester hours of Sciences
Choose any laboratory science 200 level or higher from BIO, CHEM, ENV, GEO, GEL, NET, or PHYS and also choose any science 200 level or higher from BIO, CHEM, ENV, GEO, GEL, NET, or PHYS

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines)
Choose SOCL 110 Introduction to Sociology and choose one from the Anthropology, Economics, Geography, History, Political Science, or Psychology disciplines.

Minimum of six semester hours of Arts and Humanities
Choose from the Art, English Literature, Fine Arts, Music, Philosophy, Religion, or Theater disciplines.

*Take MATH 150 as the prerequisite. Can count toward general education or university elective.
ADDITIONAL GENERAL EDUCATION REQUIREMENTS
UNI 199 - University Seminar (2)
SPCH 100 - Speech Communication (4)
   OR COMM 150 - Interpersonal Communication (4)
General Education Electives as needed (cannot include developmental courses)

MAJOR AREA COURSES (43-45 HOURS)
PSYC 110 - General Psychology (4)
PSY 201 - Biopsychology (3)
PSY 202 - Social Psychology (3)
SOC 203 - Minorities (3)
PSY 203 - Child Development (3)
   OR PSY 204 - Adolescent Development (3)
PSYC 204 - Principles of Motivation (4)
PSY 204 - Lifespace Development (3)
   OR PSY 209 - Adult Development and Aging (3)
PSY 301 - Psychological Testing (3)
PSY 320 - Human Sexuality (3)
PSYC 325 - Coaching in Organizations (4)
PSY 333 - Personality (3)
PSY 390 - Cognition (3)
PSY 403 - Theories of Counseling (3)
PSY 407 - Abnormal Psychology (3)
MATH 215 - Statistical Concepts (4)
SOCL 310 - Diversity in the Workplace (4)
SOCL 335 - Applied Research Methods (4)
SOCL 355 - Community Mental Health (4)
SOCL 495 - Applied Psychology & Social Sciences Practicum (4)

UNIVERSITY ELECTIVES (22 HOURS)
Any courses offered by the University except developmental education courses.
The Associate of Arts degree with a major in Social Services is designed to provide knowledge of the basic concepts of sociology and psychology as they relate to social and mental health services. This degree option serves people seeking a terminal A.A. degree as well as those who ultimately aspire to achieve a B.A. or B.S. degree. Students who wish to graduate with this degree must register their intentions and be accepted into the program before completing 30 hours of academic work.

**PROGRAM OUTCOMES:**

1. Demonstrate intermediate level competence in social science.
2. Apply social science concepts and theories in social science context.
3. Identify function processes and availability of social science agencies.

**GENERAL EDUCATION (MINIMUM 36 HOURS)**

**FUNDAMENTAL GENERAL EDUCATION CORE**

Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required)
Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra)
Choose MATH 215 Statistical Concepts.

Minimum of six semester hours of Sciences. Choose any laboratory science

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines)
Choose ANTH 215 Cultural Anthropology and PSYC 110 General Psychology

Minimum of six semester hours of Arts and Humanities
Choose from the Art, English Literature, Fine Arts, Music, Philosophy, Religion, or Theater disciplines.

**ADDITIONAL GENERAL EDUCATION REQUIREMENTS**

UNI 199 - University Seminar (2)
SPCH 100 - Speech Communication (4)
PF 116 - Computer Applications (3)
MATH 140 - Introduction to Quantitative Reasoning (4)
    OR MATH 150 Fundamental Algebra

**MAJOR AREA COURSES (24 HOURS)**

PSY 202 - Social Psychology (3)
PSY 209 - Adult Development and Aging (3)
PSY 333 - Personality (3)
SOCL 110 - Introduction to Sociology (4)
SOC 202 - The American Family (3)
SOC 335 - Research Methodologies (4)
CJAD 240 - Introduction to Criminology (4)
The College of Education provides programs of study for prospective teachers. Programs associated with the preparation of teachers are described in the Department of Education. Programs are designed to prepare graduates for entry-level positions on a variety of career paths as well as to be excellent preparation for further graduate study.

The purpose of the Teacher Education Program is to prepare teacher candidates to become professional educators. Teacher Candidates will be evaluated to ensure they have the knowledge, skills, attitudes, and values which will enable them to welcome all learners, expect high outcomes, and inspire greatness in all students.

The Teacher Education Program provides students with opportunities to become skilled and knowledgeable early childhood (PK-3), middle childhood (4-9) or adolescence to young adult (7-12) teachers or intervention specialists: mild/moderate (K-12).

The Department of Education offers the following:

- Bachelor of Science degree with a major in Early Childhood (PK-3).
- Bachelor of Science degree with a major in Middle Childhood (4-9) Education with concentration in any two of the following teaching fields:
  - Reading/Language Arts
  - Social Studies
  - Science
  - Mathematics
- Bachelor of Science degree with a major in Adolescence to Young Adult (7-12) Education in the following teaching fields:
  - Integrated Mathematics
  - Integrated Language Arts
  - Integrated Social Studies
- Bachelor of Science degree with a major in Mild to Moderate Intervention Specialist (K-12) working with students with mild and moderate disabilities.
- Bachelor of Science degree with a major in American Education Studies (non-licensure).
- Endorsements:
  - Early Childhood Generalist (added to PK-3 license)
  - Middle Childhood Generalist (added to 4-9 license)

**Post Baccalaureate Education Program**

Urbana's post baccalaureate initial licensure program offers students who have completed a bachelor's degree the opportunity to complete the pedagogical and content coursework needed to apply for a Resident Educator initial license in Ohio. The number of courses needed to complete these licensure programs varies by individual and licensure requirements. Students submit transcripts to the College of Education for evaluation and are given a personalized program of study to meet the application requirements for their selected licensure.

Post Baccalaureate students can work toward licensure and endorsements in:

- Early Childhood (PK to Grade 3)
- Middle Childhood (Grades 4 to 9)
• Adolescent to Young Adult (Grades 7 to 12)
• Intervention Specialist: Mild to Moderate (K to Grade 12)
• Early Childhood Generalist Endorsement (9 semester hours)
• Middle Childhood Generalist Endorsement (12 semester hours)

Post Baccalaureate courses are offered in eight week terms during fall and spring semesters and four week terms during summer semester. All EDP courses and post baccalaureate sections of EDU courses are offered in a hybrid delivery format consisting of one evening class per week on campus and web-assisted assignments.

PROGRAM OUTCOMES

1. Program completers will be able to identify and describe student milestones and related variations in all domains of student development.
2. Program completers will be able to create engaging instruction that leads students to take ownership in learning.
3. Program completers will be able to match instructional methodologies to students’ needs and progress.
4. Program completers will be able to create learning goals, and objectives, and strategies aligned with specific standards and district priorities.
5. Program completers will be able to establish a classroom culture that is inclusive to all students.
6. Program completers will be able to help their students make significant connections with various aspects of the subject matter and other topics within there area of licensure in authentic and technology-related ways.
7. Program completers will be able to identify ethical dilemmas, legal disparities, and policy gaps on district and state levels, and apply solutions within the appropriate parameters.

ENTRY STANDARDS

Students who wish to enroll in one of Urbana’s teacher education programs are considered pre-education majors until they are approved for admission to the College of Education and declare their program major. All students admitted to Urbana University may apply for admission to the College of Education.

Pre-education students are required to apply and be admitted into the College of Education in order to complete the program. All teacher education program policies, procedures, and deadlines must be followed and met by teacher candidates in order to be considered for admission to the programs, retained in the programs, and receive the University's recommendation for licensure. The College of Education faculty and staff will communicate in writing all decisions and actions of the Teacher Education faculty regarding program admission, retention, and recommendation for licensure to teacher candidates.

Questions concerning any of the Teacher Education Programs should be directed to the College of Education, North Hall 937-772-9341.

Consult the Graduate Education section of this catalog for complete information about the Master in Education Degree Programs.

Requirements for Admission to Teacher Education Undergraduate Programs

• Complete all requirements in Gateway 1 and the following program courses with a grade of ’C’ or better:
  • Early Childhood Education: UNI 199, ENG 102, MAT 113, EDU 110, EDU 220, PSY 200, SPE 201, EDU 112, SED 200, ENG 106, Social Science or Humanities option from checklist.
• **Middle Childhood Education**: UNI 199, ENG 102, MAT 106, EDU 110, EDU 225, PSY 200, SPE 201, EDU 112, SED 200, ENG 106, Social Science or Humanities option from checklist.

• **Adolescence to Young Adult, English/Language Arts**: UNI 199, ENG 102, MAT 105, EDU 110, EDU 228, PSY 200, SPE 201, EDU 112, SED 200, ENG 106, Social Science or Humanities option from checklist.

• **Adolescence to Young Adult, Mathematics**: UNI 199, ENG 102, MAT 106, EDU 110, EDU 228, PSY 200, SPE 201, EDU 112, SED 200, ENG 106, Social Science or Humanities option from checklist.

• **Adolescence to Young Adult, Social Studies**: UNI 199, ENG 102, MAT 105, EDU 110, EDU 228, PSY 200, SPE 201, EDU 112, SED 200, ENG 106, ECO 201 or SOC 201

• **Intervention Specialist**: UNI 199, ENG 102, MAT 113, EDU 110, PSY 200, SPE 201, EDU 112, SED 200, ENG 106, PSY 203 or PSY 204, SED 203, Social Science or Humanities option from checklist.

• Have an overall GPA of 2.30 or better

• Attain qualifying scores in Mathematics, Reading, and Language on the Stanford 10 Assessment.

• Complete an interview with Teacher Education faculty demonstrating satisfactory interpersonal relations, skills and attitudes.

• Satisfactorily complete a written communication assessment.

• Sign and submit a Statement of Good Moral Character.

• Complete and file the College of Education application.

• Submit 3 letters recommending admission to the Teacher Education Program.

• Submit an essay outlining reasons for choosing the teaching profession.

• Complete a BCII/FBI background check and have results sent to the College of Education.

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**Requirements for Admission to Post Baccalaureate Licensure Program**

All Post Baccalaureate students must hold a bachelor’s degree or master’s degree from a regionally accredited institution of higher education, an institution recognized as a candidate for accreditation, or an institution recognized by the Council of Higher Education Accreditation. International students who hold a bachelor’s degree or master’s degree from institution of higher education approved to offer degrees in their home country may also be considered for admission into the Post Baccalaureate program.

Courses considered as acceptable as direct transfers or substitutions for required Post Baccalaureate Program requirements must have been completed within the past seven years. In addition, potential Post Baccalaureate students with a Business Hold on their Urbana University account will be ineligible for admission into the Post Baccalaureate Program until the matter is cleared by the business office. Potential students must also be in good academic standing (e.g., without Academic Stop) with the University in order to be eligible for acceptance into the Post Baccalaureate Program.

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**Requirements for Admission to Endorsement Programs**

The early childhood generalist (grades 4-5) and middle childhood generalist (grades 4-6) endorsement programs are offered at the undergraduate and post-baccalaureate levels. Students who hold senior status in an undergraduate teacher education licensure program may enroll in an endorsement program with special permission from the Dean of the College of Education. Students who have been admitted to Urbana University’s post-baccalaureate licensure program may enroll in an endorsement program with special permission from the Dean of the College of Education and the Post Baccalaureate Program Coordinator. Applicants to an endorsement program who are already licensed teachers must hold a bachelor’s degree from a regionally accredited college or university with an earned undergraduate grade point average of at least a 2.5 on a 4.0 scale, or its equivalent. Applicants to the early childhood generalist endorsement program must have an Early Childhood P-3 teaching license; applicants to the middle childhood gener-
alist program must have a middle childhood license in two or more content areas.

**Retention in the Teacher Education Program**

Once a teacher candidate has been admitted to the Teacher Education Program, every attempt will be made to assist a teacher candidate in completing his or her professional preparation program, insofar as certain criteria are met throughout the program.

**Criteria:**

All Department of Education initial licensure programs have a series of gateways with coursework requirements and assessment criteria. Teacher Candidates must successfully complete all courses, benchmark assessments, and meet the requirements assigned to a gateway in order to progress to the next gateway. Gateway requirements are outlined in a teacher candidate's program of study and are reviewed with each teacher candidate by his or her advisor at each advising session. Failure to meet gateway requirements will prevent a teacher candidate from progressing to the next gateway until requirements are met.

**Recording Faculty Concerns:**

Should any faculty member, advisor, field supervisor, or K-12 partner school teacher/administrator have a particular concern about a teacher candidate's attitude or behavior which might inhibit his or her effectiveness in the classroom, the concerned person will initiate a “Concern Conference” to discuss these observations with the teacher candidate and the teacher candidate's advisor. (In the event the concerned person is the teacher candidate's advisor, the Chair of the Department of Education will select an additional faculty member to attend.) The emphasis of such a conference is to help resolve any problem which might hinder the teacher candidate's success. A written record of the conference, including both the teacher candidate's and the faculty members' understanding of the recommended resolutions, will be forwarded to the Chair of the Department of Education and filed in the teacher candidate's permanent file.

**Selective Retention Panel:**

A Selective Retention Panel is created whenever a Teacher Candidate has accumulated three reports of unresolved concerns. The goals of the panel are to assist the teacher candidate in recognizing the causes of his or her unresolved concerns and to determine whether education is the best profession for him or her. The purpose of the panel meeting is to come to an agreement as to how to reconcile the previously unresolved concerns or recommend expulsion from the teacher education program.

A Teacher Candidate with three reports of unresolved concerns is required to meet with the Dean of the College of Education to present his or her perspective. The Dean will explain the function of the selective retention panel and inform the teacher candidate that meeting with this panel is required prior to registering for additional professional and/or pedagogical courses.

The Chair of the Department of Education will appoint two department faculty members and the teacher candidate will select an additional faculty member as voting panel members. A date is set once the panel has been selected and the teacher candidate is notified. The teacher candidate may ask any person of his or her choice, and any other concerned faculty member to attend in a nonvoting capacity. This panel will consider the teacher candidate's perspective and those of the faculty and K-12 teachers/administrators in making a decision to allow the teacher candidate to continue in or be expelled from his or her program. (NOTE: If the teacher candidate brings legal counsel, then other parties involved must be represented by counsel.)

**Permission to Student Teach**

Student teaching applications will be approved if the following conditions are met:

- All professional education and content courses are completed with a grade of “C” or better in each course.
- Overall GPA of 2.50 or better on courses completed at Urbana University.
• Coursework in a teacher candidate's licensure area completed with a GPA of 2.50.
• Fingerprinting is completed and BCII and FBI clearance has been granted for the current year.
• Praxis II Content area tests for license sought passed per the state of Ohio's stated pass scores prior to August 31, 2013.
• After August 31, 2013, Ohio Assessment for Educators (OAE) content tests for license sought passed per state of Ohio's stated pass scores.

**Student Teaching Evaluation**

The evaluation of student teaching is the joint responsibility of the cooperating teacher, the University supervisor, and the teacher candidate. The University supervisor and the Chair of Teacher Education will determine the grade after reviewing the teacher candidate's evaluations, student study project, and edTPA assessment score. The final student teaching evaluation form will become part of the teacher candidate's placement credentials.

**Recommendation for Teacher Licensure**

A student will be recommended for a four-year Resident Educator initial teaching license upon the completion of:

• All professional education courses, including student teaching, with a GPA of 2.50 or better.
• All degree requirements with an overall GPA of 2.50 or better.
• All course work in the student's licensure area(s)/concentration(s) with a GPA of 2.50 or better.
• Passage of Praxis II Principles of Learning and Teaching per the state of Ohio's stated pass scores prior to August 31, 2013. After August 31, 2013 Ohio Assessment for Educators (OAE) Principles of Learning and Teaching tests for license sought passed per state of Ohio's stated pass scores.
• Completion of appropriate application for licensure, including licensure fee(s) to The Ohio Department of Education per current rates.

**Field-based and Clinical Experiences**

Field experience provides teacher candidates with authentic teaching and learning experiences prior to student teaching. Field experiences give teacher candidates an opportunity to apply academic content, professional and pedagogical course content, and methodology while participating in day-to-day classroom activities. Field assignments vary depending on the goals and learning objectives of the related course. Teacher Candidates are given opportunities to implement and demonstrate the knowledge, skills, and dispositions related to their field experience course in addition to observing, assisting, tutoring, instructing, and interacting with K-12 students, in-service teachers, and their administrators. Teacher Candidates receive constructive feedback from the Director of Field Placement, University faculty, cooperating teachers, and building administrators during and after each field experience placement.

Teacher Candidates are required to spend a substantial amount of time with PK-12 students and teachers in urban, suburban, and rural socioeconomic settings prior to student teaching as part of program of study course work requirements.

Education majors must spend all of their clinical and field-based experience time in classroom settings directly related to their selected teaching field(s) (e.g. Biology, Early Childhood Grades PK-3, Middle Grades 4-9). Field-based and clinical experiences are supervised through multiple on-site visits by teacher education faculty and the Director of Field Placement. Placements for field-based and clinical experiences must be approved and arranged by the Director of Field Placement and K-12 partner school coordinator. Teacher Candidates may not secure their own placement.
The Bachelor of Science degree with a major in Early Childhood (PK-3) (120 hours)

The purpose of the Teacher Education Program is to prepare teacher candidates to become professional educators. Teacher Candidates will be evaluated to ensure they have the knowledge, skills, attitudes, and values which will enable them to welcome all learners, expect high outcomes, and inspire greatness in all students.

Students must be admitted to the Teacher Education program in order to register for any education courses except EDU 110, EDU 112, SED 200, and SED 201.

Program Outcomes are listed in the department overview above.

GENERAL EDUCATION (MINIMUM 36 HOURS)
FUNDAMENTAL GENERAL EDUCATION CORE
Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required)
Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra)
Choose MATH 215 Statistical Concepts.

Minimum of six semester hours of Sciences. Choose SCIE 113 Science for Teachers plus one additional course from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines)
Choose PSYC 110 General Psychology and HST 201 US History I (1492 - 1865)

Minimum of six semester hours of Arts and Humanities
Choose from the Art, English Literature, Fine Arts, Humanities, Music, Philosophy, Religion, or Theater discipline.

ADDITIONAL GENERAL EDUCATION REQUIREMENTS
UNI 199 - University Seminar (2)
SPCH 100 - Speech Communication (4) OR COMM 150 - Interpersonal Communication (4)
General Education Electives if needed

UNIVERSITY ELECTIVES (3 HOURS)
Any courses offered by the University except developmental education courses.
EARLY CHILDHOOD PROFESSIONAL EDUCATION COMPONENT COURSES (84 HOURS)

GATEWAY 1
EDU 110  Introduction to Education
EDU 112  Education in a Diverse Society
EDU 220  Introduction to Early Childhood Education
PSY 203  Child Development
SED 200  Introduction to Students with Mild/Moderate Educational Needs
MATH 113  Math for Elementary School Teachers I

GATEWAY 2
EDU 222  Early Childhood Experiences: Art, Drama, Music
EDU 223  Play & Movement in Early Childhood
EDU 230  The Teaching of Phonics
EDU 250  Instructional Planning Early Childhood Education
EDU 309  Technology in Education
EDU 330  Emergent Reading & Writing
EDU 332  Reading in the Content Area
EDU 336  Children’s Early Childhood Literature OR EDP 421 Child & Adolescent Literature
SED 201  Cognition, Learning, & Intelligence
MATH 222  Math for Elementary School Teachers II

GATEWAY 3
EDU 331  Principles of Teaching Reading
EDU 369  Research, Data, & Measurement
EDU 402  Differentiating Instruction
EDU 421  Classroom Guidance, Family, School, and Community Partners
EDU 431  Diagnostic Reading and Remediation
EDU 451  Early Childhood Language Arts Methods
EDU 452  Early Childhood Science Methods
EDU 453  Early Childhood Social Studies Methods
EDU 454  Early Childhood Mathematics Methods

GATEWAY 4
EDU 491  Early Childhood Professional Growth and Development Practicum
EDU 495 should be taken only when double majoring, otherwise EDU 491 must be taken.
The Bachelor of Science degree with a major in Middle Childhood (4-9) Education (133 - 134 hours)

The purpose of the Teacher Education Program is to prepare teacher candidates to become professional educators. Teacher Candidates will be evaluated to ensure they have the knowledge, skills, attitudes, and values which will enable them to welcome all learners, expect high outcomes, and inspire greatness in all students.

Students must be admitted to the Teacher Education program in order to register for any education courses except EDU 110, EDU 112, SED 200, and SED 201.

Program Outcomes are listed in the department overview above.

GENERAL EDUCATION (MINIMUM 36 HOURS)
FUNDAMENTAL GENERAL EDUCATION CORE
Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required)
Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra)
Choose MATH 160 College Algebra.

Minimum of six semester hours of Sciences. Choose one laboratory science one additional course from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines)
Choose PSYC 110 General Psychology and HST 201 US History I (1492 - 1865)

Minimum of six semester hours of Arts and Humanities
Choose from the Art, English Literature, Fine Arts, Humanities, Music, Philosophy, Religion, or Theater discipline.

ADDITIONAL GENERAL EDUCATION REQUIREMENTS
UNI 199 - University Seminar (2)
SPCH 100 - Speech Communication (4) OR COMM 150 - Interpersonal Communication (4)
General Education Electives if needed

MIDDLE CHILDHOOD PROFESSIONAL EDUCATION COMPONENT COURSES (61 HOURS)
GATEWAY 1
EDU 110  Introduction to Education
EDU 112  Education in a Diverse Society
EDU 225  Principles of MCE
PSY 204  Adolescent Development
SED 200  Introduction to Students with Mild/Moderate Educational Needs
GATEWAY 2
EDU 230 The Teaching of Phonics
EDU 260 Instructional Planning MCE
EDU 309 Technology in Education
SED 201 Cognition, Learning, & Intelligence

GATEWAY 3
EDU 331 Principles of Teaching Reading
EDU 332 Reading in the Content Area
EDU 338 Adolescent Literature
EDU 369 Research, Data, & Measurement
EDU 402 Differentiating Instruction
EDU 425 Collaboration & Management
EDU 431 Diagnostic Reading and Remediation

Choose the two courses that correspond to the two selected content areas:
EDU 461 Middle Childhood Language Arts Methods
EDU 462 Middle Childhood Science Methods
EDU 463 Middle Childhood Social Studies Methods
EDU 464 Middle Childhood Mathematics Methods

GATEWAY 4
EDU 492 Middle Childhood Professional Growth and Development Practicum

Content Areas (18-19 hrs.)

CHOOSE 2 CONTENT AREAS

English Language Arts (18 hrs.)
ENG 306 English Language & Linguistics
ENG 406 Advanced Composition
ENG450 Grammar

Choose one from American Literature:
ENG 209 American Literature (to the Civil War)
ENG 210 American Literature (Civil War to Present)

Choose one from British Literature:
ENG 212 British Literature (Anglo-Saxon to Renaissance)
ENG 213 British Literature (Augustan to Modern)

Choose one from World Literature:
ENG 211 World Literature
ENG 330 Contemporary World Literature
### Mathematics (18 hrs.)
- MAT 220  Calculus
- MAT 241  Calculus & Analytic Geometry I
- MAT 320  Discrete Mathematics
- MAT 361  History of Mathematics
- MAT 418  College Geometry

### Science (19 hrs.)
- BIO 207  Biology I-Zoology
- BIO 208  Biology II-Botany
- CHE 216  General Chemistry I
- GEL 211  Geology
- SCI 101  Physical Science

### Social Studies (18 hrs.)
- ECON 220  Introduction to Macroeconomics OR ECO 201 Principles of Economics: Macro
- GEO 201  Principles of Geography
- HST 202  United States History II: 1866 to the Present
- HST 205  Ohio History
- HST 221  World Civilization I OR HST 222 World Civilization II
- POS 204  American Government

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**Bachelor of Science degree with a major in Adolescence to Young Adult (7-12) Education Integrated Language Arts (120 - 121 hours)**

The purpose of the Teacher Education Program is to prepare teacher candidates to become professional educators. Teacher Candidates will be evaluated to ensure they have the knowledge, skills, attitudes, and values which will enable them to welcome all learners, expect high outcomes, and inspire greatness in all students.

Students must be admitted to the Teacher Education program in order to register for any education courses except EDU 110, EDU 112, SED 200, and SED 201.

Program Outcomes are listed in the department overview above.

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**GENERAL EDUCATION (MINIMUM 36 HOURS)**

**FUNDAMENTAL GENERAL EDUCATION CORE**

Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required)

Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra)

Choose MATH 215 Statistical Concepts*.
Minimum of six semester hours of Sciences. Choose one laboratory science one additional course from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines)
Choose PSYC 110 General Psychology and one additional course from the Anthropology, Economics, Geography, History, Political Science, or Sociology disciplines.

Minimum of six semester hours of Arts and Humanities
Choose ENG 202 Introduction to Literature and choose one additional course from the Art, Fine Arts, Humanities, Music, Philosophy, Religion, or Theater discipline.

ADDITIONAL GENERAL EDUCATION REQUIREMENTS
UNI 199 - University Seminar (2)
SPCH 100 - Speech Communication (4) OR COMM 150 - Interpersonal Communication (4)
General Education Electives 10 hours
Cannot be developmental courses

*Choose MATH 140 or MATH 150 as the prerequisite. Both can count as general education elective or University elective.

AYA PROFESSIONAL EDUCATION COMPONENT COURSES (49-51 HOURS)
GATEWAY 1
EDU 110 Introduction to Education
EDU 112 Education in a Diverse Society
EDU 228 Introduction to AYA Education
PSY 204 Adolescent Development
SED 200 Introduction to Students with Mild/Moderate Educational Needs

GATEWAY 2
EDU 270 Instructional Plan & Delivery AYA
EDU 309 Technology in Education
EDP 421 Child & Adolescent Literature OR EDU 338 Adolescent Literature
SED 201 Cognition, Learning, & Intelligence

GATEWAY 3
EDU 332 Reading in the Content Area
EDU 369 Research, Data, & Measurement
EDU 402 Differentiating Instruction
EDU 425 Collaboration & Management
EDU 471 AYA Language Arts Methods

GATEWAY 4
EDU 493 Adolescence to Young Adult Education Professional Growth and Development Practicum
AYA Integrated Language Arts Component Courses (35 hrs.)

ENG 209  American Literature (to the Civil War) OR ENG 210 American Literature (Civil War to Present)
ENG 211  World Literature
ENG 212  British Literature (Anglo-Saxon to Renaissance) OR ENG 213 British Literature (Augustan to Modern)
ENG 306  English Language & Linguistics
ENG 320  Interpretation & Criticism
ENG 330  Contemporary World Literature
ENG 406  Advanced Composition
ENG 450  English Grammar
COM 202  Introduction to Mass Media
COMM 215  Journalism & Media Writing
COMM 315  Media Ethics

Bachelor of Science degree with a major in Adolescence to Young Adult (7-12)
Education Integrated Mathematics (122-123 hours)

The purpose of the Teacher Education Program is to prepare teacher candidates to become professional educators. Teacher Candidates will be evaluated to ensure they have the knowledge, skills, attitudes, and values which will enable them to welcome all learners, expect high outcomes, and inspire greatness in all students.

Students must be admitted to the Teacher Education program in order to register for any education courses except EDU 110, EDU 112, SED 200, and SED 201.

Program Outcomes are listed in the department overview above.

GENERAL EDUCATION (MINIMUM 36 HOURS)
FUNDAMENTAL GENERAL EDUCATION CORE
Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required)
Choose ENG 120 College Writing.
Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra)
Choose MAT 220 Pre-Calculus
Minimum of six semester hours of Sciences. Choose one laboratory science one additional course from the Science discipline.
Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines)
Choose PSYC 110 General Psychology and one additional course from the Anthropology, Economics, Geography, History, Political Science, or Sociology disciplines.
Minimum of six semester hours of Arts and Humanities
Choose two courses from the Art, English, Fine Arts, Humanities, Music, Philosophy, Religion, or Theater discipline.

ADDITIONAL GENERAL EDUCATION REQUIREMENTS
UNI 199 - University Seminar (2)
SPCH 100 - Speech Communication (4) OR COMM 150 - Interpersonal Communication (4)
General Education Electives 4 hours
Cannot be developmental courses

AYA PROFESSIONAL EDUCATION COMPONENT COURSES (49-51 HOURS)
GATEWAY 1
EDU 110  Introduction to Education
EDU 112  Education in a Diverse Society
EDU 228  Introduction to AYA Education
PSY 204  Adolescent Development
SED 200  Introduction to Students with Mild/Moderate Educational Needs

GATEWAY 2
EDU 270  Instructional Plan & Delivery AYA
EDU 309  Technology in Education
EDP 421  Child & Adolescent Literature OR EDU 338 Adolescent Literature
SED 201  Cognition, Learning, & Intelligence

GATEWAY 3
EDU 332  Reading in the Content Area
EDU 369  Research, Data, & Measurement
EDU 402  Differentiating Instruction
EDU 425  Collaboration & Management
EDU 474  AYA Mathematics Methods

GATEWAY 4
EDU 493  Adolescence to Young Adult Education Professional Growth and Development Practicum

AYA Integrated Mathematics Component Courses (29 hrs.)
MATH 215  Statistical Concepts
MAT 241  Calculus & Analytic Geometry I
MAT 242  Calculus & Analytic Geometry II
MATH 320  Discrete Mathematics
MAT 361  History of Mathematics
MAT 418  College Geometry
MAT 427  Linear Algebra
MAT 450  Statistics I
AYA Integrated Mathematics Focus Options (8 hrs.)

MAT 343  Real Analysis
MAT 255  Multivariate Calculus OR MAT 446 Algebraic Structures

Bachelor of Science degree with a major in Adolescence to Young Adult (7-12) Education Integrated Social Studies (120 hours)

The purpose of the Teacher Education Program is to prepare teacher candidates to become professional educators. Teacher Candidates will be evaluated to ensure they have the knowledge, skills, attitudes, and values which will enable them to welcome all learners, expect high outcomes, and inspire greatness in all students.

Students must be admitted to the Teacher Education program in order to register for any education courses except EDU 110, EDU 112, SED 200, and SED 201.

Program Outcomes are listed in the department overview above.

GENERAL EDUCATION (MINIMUM 36 HOURS)

FUNDAMENTAL GENERAL EDUCATION CORE
Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required)
Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra)
Choose MATH 215 Statistical Concepts*

Minimum of six semester hours of Sciences. Choose one laboratory science one additional course from the Science discipline.

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines)
Choose PSYC 110 General Psychology, POS 200 Principles of Political Science, and SOCL 110 Introduction to Sociology

Minimum of six semester hours of Arts and Humanities
Choose two courses from the Art, English, Fine Arts, Humanities, Music, Philosophy, Religion, or Theater discipline.

*Choose MATH 140 or 150 as the prerequisite. Both can count as general education elective or University elective.

ADDITIONAL GENERAL EDUCATION REQUIREMENTS
UNI 199 - University Seminar (2)
SPCH 100 - Speech Communication (4) OR COMM 150 - Interpersonal Communication (4)
General Education Electives if needed
Cannot be developmental courses
AYA PROFESSIONAL EDUCATION COMPONENT COURSES (49-51 HOURS)

GATEWAY 1
EDU 110  Introduction to Education
EDU 112  Education in a Diverse Society
EDU 228  Introduction to AYA Education
PSY 204  Adolescent Development
SED 200  Introduction to Students with Mild/Moderate Educational Needs

GATEWAY 2
EDU 270  Instructional Plan & Delivery AYA
EDU 309  Technology in Education
EDP 421  Child & Adolescent Literature OR EDU 338 Adolescent Literature
SED 201  Cognition, Learning, & Intelligence

GATEWAY 3
EDU 332  Reading in the Content Area
EDU 369  Research, Data, & Measurement
EDU 402  Differentiating Instruction
EDU 425  Collaboration & Management
EDU 473  AYA Social Studies Methods

GATEWAY 4
EDU 493  Adolescence to Young Adult Education Professional Growth and Development Practicum

AYA Integrated Social Studies Component Courses (36-37 hrs.)
ECON 220  Introduction to Macroeconomics OR ECO 201 Principles of Economics: Macro
GEO 201  Principles of Geography
HST 201  United States History I
HST 202  US History II: 1866 to the Present
HST 221  World Civilization I OR HST 222 World Civilization II
HST 341  US Social & Cultural History
POS 204  American Government
POS 410  Social Identity Seminar
SOC 300  Social Theory
Choose 1 course from the following:
HST 301  History of Africa
HST 350  Topics in History
HST 351  US Women's History
Choose 1 course from the following:
HST 325  Modern Imperialism
HST 412  20th Century Europe

Choose 1 course from the following:
POS 300  International Relations Theory
POS 302  American Foreign Policy
POS 323  Third World Politics

Bachelor of Science degree with a major in American Education Studies
(Non-Licensure Program -120 hours)

Program Outcomes are listed in the department overview above.

GENERAL EDUCATION (MINIMUM 36 HOURS)
FUNDAMENTAL GENERAL EDUCATION CORE
Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required)
Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra)
Choose MATH 215 Statistical Concepts.

Minimum of six semester hours of Sciences.
Choose any course in the science discipline, one with a laboratory component

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines)
Choose PSYC 110 General Psychology and any other course in the Social and Behavioral Sciences discipline, other than Psychology

Minimum of six semester hours of Arts and Humanities
Choose from the Art, English Literature, Fine Arts, Humanities, Music, Philosophy, Religion, or Theater discipline.

ADDITIONAL GENERAL EDUCATION REQUIREMENTS
UNI 199 - University Seminar (2)
SPCH 100 - Speech Communication (4) OR COMM 150 - Interpersonal Communication (4)
General Education Electives (10) if needed

UNIVERSITY ELECTIVES (32-34 HOURS)
Any courses offered by the University except developmental education courses.
American Education Studies Component Courses (51-52 hrs.)

HST 201 United States History I OR HST 202 United States History II: 1866 to the Present
ECO 201 Principles of Economics OR ECON 220 Introduction to Macroeconomics
POS 200 Principles of Political Science
PSY 203 Child Development
PSY 204 Adolescent Development
EDU 110 Introduction to Education
EDU 112 Education in a Diverse Society

Choose 1 from the following:
EDU 220 Introduction to ECE Education
EDU 225 Introduction to Middle Childhood Education
EDU 228 Introduction to AYA Education
EDU 230 The Teaching of Phonics

Choose 1 from the following:
EDU 250 Instructional Planning Early Childhood Education
EDU 260 Instructional Planning Middle Childhood Education
EDU 270 Instructional Planning AYA Education
EDU 309 Technology in Education
EDU 331 Principles of Teaching Reading
EDU 332 Reading in Content Areas
EDU 336 Children’s Early Childhood Literature AND EDU 338 Adolescent Literature
EDU 369 Research, Data & Measurement
EDU 402 Differentiating Instruction
EDU 421 Classroom Guidance, Family, School, and Community Partnerships OR EDU 425 Collaboration and Management

Bachelor of Science degree with a major in Mild to Moderate Intervention Specialist (K-12) (120 hours)

The purpose of the Teacher Education Program is to prepare teacher candidates to become professional educators. Teacher Candidates will be evaluated to ensure they have the knowledge, skills, attitudes, and values which will enable them to welcome all learners, expect high outcomes, and inspire greatness in all students.

Students must be admitted to the Teacher Education program in order to register for any education courses except EDU 110, EDU 112, SED 200, and SED 201.

Program Outcomes are listed in the department overview above.
MAJOR REQUIREMENTS:

GENERAL EDUCATION (MINIMUM 36 HOURS)
FUNDAMENTAL GENERAL EDUCATION CORE
Minimum of three semester hours of English Composition (if the course does not have a research paper component, ENG 130 Research Paper, two semester credits, is also required)
Choose ENG 120 College Writing.

Minimum of three semester hours of Mathematics (at least one mathematics or statistics course beyond the level of intermediate algebra)
Choose MATH 215 Statistical Concepts.

Minimum of six semester hours of Sciences.
Choose SCIE 113 Science for Teachers and one additional course in the science discipline

Minimum of six semester hours of Social and Behavioral Sciences (which must be in at least two different disciplines)
Choose PSYC 110 General Psychology and HST 201 US History I (1492 - 1865)

Minimum of six semester hours of Arts and Humanities
Choose from the Art, English Literature, Fine Arts, Humanities, Music, Philosophy, Religion, or Theater discipline.

ADDITIONAL GENERAL EDUCATION REQUIREMENTS
UNI 199 - University Seminar (2)
SPCH 100 - Speech Communication (4) OR COMM 150 - Interpersonal Communication (4)
General Education Electives (3) if needed

UNIVERSITY ELECTIVES (33 HOURS)
Any courses offered by the University except developmental education courses.

Special Education Intervention Specialist Professional Education Component Courses (81 hrs.)
Gateway 1
EDU 110 Introduction to Education
EDU 112 Education in a Diverse Society
SED 203 Role of the Intervention Specialist
PSY 203 Child Development OR PSY 204 Adolescent Development
SED 200 Introduction to Students with Mild/Moderate Educational Needs
MAT 113 Math for Elem Schl Teachers!

Gateway 2
EDU 230 The Teaching of Phonics
EDU 309 Technology in Education
EDU 223 Play & Movements in Early Childhood
EDU 330 Emergent Reading & Writing
EDU 421 Child & Adol Literature
EDU 336 Children's Early Childhood Literature AND EDU 338 Adolescent Literature
SED 201 Cognition, Learning, & Intelligence
SED 260 Instructional Planning & Delivery Strategies
SED 300 Intervention Specialist Curriculum, Instruction & Assessment
MATH 222 Math for Elem Schl Teachers II

Gateway 3
EDU 331 Principles of Teaching Reading
EDU 332 Reading in the Content Area
EDU 369 Research, Data, & Measurement
EDU 431 Diagnostic Reading and Remediation
SED 405 Transition Planning and Career Issues
SED 411 Evaluating Students with Special Needs
SED 412 Instructional Strategies
SED 413 Management Strategies
SED 414 Professional & Collaborative Practice

Gateway 4
SED 491 Intervention Specialist Professional Growth and Development Practicum
POST BACCALAUREATE EDUCATION PROGRAM

Post Baccalaureate Program Entrance Requirements:

- Completed 4 yr. bachelor program at a regionally accredited institution or similarly recognized program.
- Professional course work “C” required
- Undergraduate GPA 2.5 or higher
- Completed application through admissions
- BCI/FBI Check on file
- Intake interview with director of post-baccalaureate program
- Completed and signed moral statement

Early Childhood Education

Professional Education Component

EDP 401 Education in a Diverse Society OR
EDU 110 Introduction to Education & EDU 112 Education in a Diverse Society

EDP 403 Nature & Needs of Mild/Moderate Students OR
SED 200 Intro to Students with Mild/Moderate & SEC 201 Cognition, Learning, & Intelligence

EDP 405 Growth and Development OR
PSY 203 Child Development & PSY 204 Adolescent Development

EDP 421 Child and Adolescent Literature OR
EDU 336 Children's Early Childhood Literature

EDP 429 Research, Data Management and Evaluation OR
EDU 369 Research, Data, & Measurement

EDU 309 Technology in Education

Early Childhood Concentration

EDP 220 Principles of Early Childhood Education OR
EDU 220 Principles of Early Childhood Education & EDU 222 Early Childhood Experiences (Art, Drama, Music) & EDU 223 Play & Movements in Early Childhood

EDP 425 Early Childhood Curriculum, Instruction & Assessment OR
EDU 250 Instructional Planning & Delivery ECE

EDU 230 The Teaching of Phonics
EDU 330 Emergent Reading and Writing
EDU 331 Principles of Teaching Reading
EDU 431 Diagnostic Reading and Remediation
EDU 451 Early Childhood Language Arts Methods
EDU 452 Early Childhood Science Methods
EDU 453 Early Childhood Social Studies Methods
EDU 454 Early Childhood Mathematics Methods
EDP 471 Collaboration and Management
EDU 491 Early Childhood Professional Growth and Development Practicum (12 hours)
**Intervention Specialist: Mild/ Moderate (K to 12)**

**Professional Education Component**

EDP 401 Education in a Diverse Society OR
- EDU 110 Introduction to Education & EDU 112 Education in a Diverse Society
EDP 403 Nature & Needs of Mild/Moderate Students OR
- SED 200 Intro to Students with Mild/Moderate & SEC 201 Cognition, Learning, & Intelligence
EDP 405 Growth and Development OR
- PSY 203 Child Development & PSY 204 Adolescent Development
EDP 421 Child and Adolescent Literature OR
- EDU 336 Children's Early Childhood Literature & EDU 338 Adolescent Literature
EDP 429 Research, Data Management and Evaluation OR
- EDU 369 Research, Data, & Measurement
EDU 309 Technology in Education

**Intervention Specialist Concentration**

EDP 203 Introduction to Special Education OR
- SED 203 The Role of the Intervention Specialist
EDP 426 IS Curriculum, Instruction and Assessment
SED 300 Intervention, Curriculum & Assessment
EDP 441 Instructional Strategies for Intervention OR
- SED 411 Evaluating Mild/Mod Students & SED 412 Instructional Strategies: Mild/Mod
EDU 230 The Teaching of Phonics
EDU 330 Emergent Reading & Writing
EDU 331 Principles of Teaching Reading
EDU 332 Reading in the Content Areas
EDU 431 Diagnostic Reading and Remediation
SED 405 Transition Planning & Career Issues
SED 413 Management Strategies for Intervention
SED 414 Professional and Collaborative Practices
SED 491 Intervention Specialist Professional Growth and Development Practicum (12 hours)

Intervention Specialist (Mild/Moderate) license requires teachers to be highly qualified in reading or one of the four major content areas: English Language Arts, Mathematics, Science and Social Studies. Intervention Specialist post baccalaureate students can use content courses completed as part of their undergraduate degree with a grade of “C” or better to satisfy content requirements.
Middle Childhood Education (Grades 4 to 9)

Professional Education Component
EDP 401 Education in a Diverse Society OR
   EDU 110 Introduction to Education & EDU 112 Education in a Diverse Society
EDP 403 Nature & Needs of Mild/Moderate Students OR
   SED 200 Intro to Students with Mild/Moderate & SEC 201 Cognition, Learning, & Intelligence
EDP 405 Growth and Development OR
   PSY 204 Adolescent Development
EDP 421 Child and Adolescent Literature OR
   EDU 338 Adolescent Literature
EDP 429 Research, Data Management and Evaluation OR
   EDU 369 Research, Data, & Measurement
EDU 309 Technology in Education

Middle Childhood Concentration
EDP 225 Principles of Middle Childhood Education OR
   EDU 225 Introduction to Middle Childhood Education
EDP 427 Middle Childhood Curriculum, Instruction & Assessment OR
   EDU 260 Instructional Planning MCE
EDP 471 Collaboration and Management
EDP 472 Differentiating Curriculum and Instruction OR EDU 402 Differentiating Instruction
EDU 230 The Teaching of Phonics
EDU 331 Principles of Teaching Reading
EDU 332 Reading in the Content Areas
EDU 431 Diagnostic Reading and Remediation
EDU 492 Middle Childhood Professional Growth and Development Practicum (12 hours)
Choose the Two Methods Courses that Correspond to the Two Selected Content Areas
EDU 461 Middle Childhood Language Arts Methods
EDU 462 Middle Childhood Science Methods
EDU 463 Middle Childhood Social Studies Methods
EDU 464 Middle Childhood Mathematics Methods

Middle Childhood Education (Grades 4 to 9) license requires teachers to be highly qualified in two of the four major content areas: English Language Arts, Mathematics, Science and Social Studies. Middle Childhood post baccalaureate students can use content courses completed as part of their undergraduate degree with a grade of “C” or better to satisfy content requirements.
Choose Two Content Areas (36 Hours)

**English Language Arts (Choose 18 hours)**
ENG 209 American Literature (to the Civil War)
ENG 210 American Literature (Civil War to Present)
ENG 211 World Literature
ENG 212 British Literature (Anglo-Saxon to Renaissance)
ENG 213 British Literature (Augustan to Modern)
ENG 306 English Language & Linguistics
ENG 330 Contemporary World Literature
ENG 406 Advanced Composition
ENG 450 Grammar

**Mathematics (Choose 18 hrs.)**
MATH 160 College Algebra
MATH 215 Statistical Concepts
MAT 220 Calculus
MAT 241 Calculus & Analytic Geometry I
MAT 320 Discrete Mathematics
MAT 361 History of Mathematics
MAT 418 College Geometry

**Science (Choose 18 hrs.)**
BIO 207 Biology I-Zoology
BIO 208 Biology II-Botany
CHE 216 General Chemistry I
ENV 101 Environmental Science
GEL 211 Geology
SCI 101 Physical Science

**Social Studies (18 hrs.)**
ANT 201 Cultural Anthropology
ECON 220 Introduction to Macroeconomics OR ECO 201 Principles of Economics: Macro
GEO 201 Principles of Geography
HST 201 US History I: 1492-1865
HST 202 United States History II: 1866 to the Present
HST 205 Ohio History
HST 221 World Civilization I
HST 222 World Civilization II
POS 204 American Government
Adolescent to Young Adult Education (Grades 7-12)

Professional Education Component
EDP 401 Education in a Diverse Society OR
     EDU 110 Introduction to Education & EDU 112 Education in a Diverse Society
EDP 403 Nature & Needs of Mild/Moderate Students OR
     SED 200 Intro to Students with Mild/Moderate & SEC 201 Cognition, Learning, & Intelligence
EDP 405 Growth and Development OR
     PSY 204 Adolescent Development
EDP 421 Child and Adolescent Literature OR
     EDU 338 Adolescent Literature
EDP 429 Research, Data Management and Evaluation OR
     EDU 369 Research, Data, & Measurement
EDU 309 Technology in Education

Adolescent to Young Adult Concentration
EDP 228 Principles of AYA Education OR
     EDU 228 Introduction to AYA Education
EDP 428 AYA Curriculum, Instruction & Assessment OR
     EDU 270 Instructional Planning & Delivery AYA
EDP 471 Collaboration and Management
EDP 472 Differentiating Curriculum and Instruction OR EDU 402 Differentiating Instruction
EDU 332 Reading in the Content Areas
EDU 471 AYA Language Arts Methods
EDU 493 Adolescence to Young Adult Education Professional Growth and Development Practicum (12 hours)
Choose the Two Methods Courses that Correspond to the Two Selected Content Areas
EDU 461 Middle Childhood Language Arts Methods
EDU 462 Middle Childhood Science Methods
EDU 463 Middle Childhood Social Studies Methods
EDU 464 Middle Childhood Mathematics Methods

Choose One Content Area (30 Hours)

Integrated Language Arts
ENG 209 American Literature (to the Civil War)
ENG 210 American Literature (Civil War to Present)
ENG 211 World Literature
ENG 212 British Literature (Anglo-Saxon to Renaissance)
ENG 213 British Literature (Augustan to Modern)
ENG 306 English Language & Linguistics
ENG 320 Interpretation & Criticism
ENG 330 Contemporary World Literature
ENG 406 Advanced Composition
ENG450 Grammar
COM 202 Introduction to Media Communication
COM 220 Journalism & Media Writing
COM 350 Media Criticism

**Integrated Mathematics**
MATH 215 Statistical Concepts
MAT 220 Calculus
MAT 241 Calculus & Analytic Geometry I
MAT 242 Calculus & Analytic Geometry II
MAT 255 Multivariable Calculus
MAT 320 Discrete Mathematics
MAT 330 Differential Equations
MAT 343 Real Analysis
MAT 361 History of Mathematics
MAT 418 College Geometry
MAT 427 Linear Algebra
MAT 450 Statistics I

**Integrated Social Studies**
ECON 220 Introduction to Macroeconomics OR ECO 201 Principles of Economics: Macro
GEO 201 Principles of Geography
HST 201 US History I: 1492-1865
HST 202 United States History II: 1866 to the Present
HST 205 Ohio History
HST 221 World Civilization I
HST 222 World Civilization II
HST 301 History of Africa
HST 325 Modern Imperialism
HST 341 US Social & Cultural History
HST 350 Topics in History
HST 351 U.S. Women's History
HST 412 20th Century Europe
POS 200 Principles of Political Science
POS 204 American Government OR POS 206 State and Local Government
POS 300 International Relations Theory
POS 302 American Foreign Policy
POS 323 Third World Politics
POS 408 Global Political Economy
POS 410 Social Identity Seminar
SOC 110 Introduction to Sociology
SOC 300 Social Theory

**ENDORSEMENTS**

**Early Childhood Generalist (9 Semester Hours)**
Must have ECE License or be in last semester with only ST remaining
EDU 440 Instructional Strategies for 4th and 5th Grades (3 hours)
EDU 441 Language Arts & Social Studies Content, Methods & Assessment for 4th & 5th Grades (3 hours)
EDU 442 Mathematics & Science Content, Methods & Assessment for 4th and 5th Grades (3 hours)
*16.67 Field Hours Required for each course

**Middle Childhood Generalist (12 Semester Hours)**
Must have ECE License or be in last semester with only ST remaining
Choose 2 of the following courses
EDU 481 Language Arts Content and Methods for 4th, 5th, and 6th Grades (6 hours)
EDU 482 Science Content and Methods for 4th, 5th, and 6th Grades (6 hours)
EDU 483 Social Studies Content and Methods for 4th, 5th, and 6th Grades (6 hours)
EDU 484 Mathematics Content and Methods for 4th, 5th, and 6th Grades (6 hours)
*25 Field Hours Required for each course

**URBANA UNIVERSITY BUSINESS CERTIFICATE AT LONDON CORRECTIONAL INSTITUTION**

Urbana University and the Ohio Department of Rehabilitation and Corrections have partnered since 1975 to provide career-oriented, college level programs at the London Correctional Institution. Teaching courses at London is central to Urbana University’s mission of offering a liberal arts education in a small college environment emphasizing student learning through individual attention, excellence in instruction, career-oriented programs, and critical reflection on moral and ethical values.

Once students leave London, many seek to start their own business or continue with additional schooling. To better prepare our students for success after leaving London, course offerings focus on management and entrepreneurship.

**ENTERPRISE MANAGEMENT CERTIFICATE (YEAR 1)**

**SEMESTER 1: Foundation Skills Certificate**
ENG 102  Introductory Composition
COMP 206  Computer System Operation
**SEMESTER 2: Management & Finance Certificate**

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<tr>
<th>Course</th>
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<td>MGMT 312</td>
<td>Principles of Management</td>
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<tr>
<td>MATH 105</td>
<td>Fundamentals of Mathematics</td>
</tr>
<tr>
<td>FPLN 300</td>
<td>Principles of Financial Planning</td>
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**SEMESTER 3: Business Development Certificate**

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<tr>
<td>ENG 106</td>
<td>Intermediate Composition</td>
</tr>
<tr>
<td>ENTR 395</td>
<td>Foundations of Entrepreneurship</td>
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**BUSINESS ENTREPRENEURSHIP CERTIFICATE (YEAR 2)**

**SEMESTER 1: Fundamental Applications Certificate**

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<td>MIS 281</td>
<td>Database Management Systems</td>
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**SEMESTER 2: Professional Communications Certificate**

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<td>HRM 300</td>
<td>Human Resource Management</td>
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<tr>
<td>BSAD 220</td>
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**SEMESTER 3: Applied Business Methods Certificate**

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<td>Business Ethics and Social Responsibilities</td>
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<tr>
<td>BSAD 498</td>
<td>Business Seminar I</td>
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</table>

**PATHWAY TO ADVANCEMENT: CAREER ENHANCEMENT CERTIFICATE**

The Pathway to Advancement: Career Enhancement Certificate is designed for students who have demonstrated strong academic achievement and possess a desire for additional educational opportunities. Students will have successfully completed both certificate programs above with a GPA of 3.65 and will submit a teacher recommendation and a personal statement highlighting their career goals for acceptance.

Courses to be completed are:

<table>
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<td>Economic Issues</td>
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<tr>
<td>BUS 356</td>
<td>Management and Leadership Techniques and Methods</td>
</tr>
<tr>
<td>PSY 110</td>
<td>General Psychology</td>
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</tbody>
</table>
MBA HEALTH CARE PROGRAM

The objective of the Urbana University MBA Health Care program is to equip individuals with advanced business skills that will enable them to enhance their career potential in the workplace. The target audience for the program is individuals who have already obtained an undergraduate degree and are enrolled in a medical program or want to pursue a management position in the health care industry. The MBA Health Care program is designed as a generalist degree that features curriculum and instruction that focuses on broadening and deepening the management and leadership skills of its graduates. At this time, this program is only available to students affiliated with a partner organization/institution.

**Educational Outcomes**

Graduates will:

1. Demonstrate the use of quantitative skills to aid in the managerial decision making process
2. Demonstrate well-developed problem solving skills including the ability to recognize problems; analyze uncertain situations; interpret and use data and develop solutions
3. Communicate effectively and professionally in written materials and through oral presentations
4. Demonstrate appropriate use of marketing research methods including assessment of information needs and collection and the analysis of data
5. Apply strategies and techniques to manage risk exposure for healthcare delivery systems considering changing markets, regulations and financial issues
6. Identify the opportunities and challenges of globalization within the healthcare and insurance industries

**Admission Requirements**

To enter the program students must meet the following requirements:

- Earned baccalaureate degree from an accredited college or university.
- Submit official transcripts to the Office of the Registrar from the baccalaureate degree-granting university or college.
- Have an undergraduate GPA of 2.7 on a 4.0 scale.
- Submit two supporting letters of recommendation from professors and/or employers
- Demonstrate knowledge from specific coursework in the areas of economics, management, accounting, marketing, statistics, and finance within the last ten years.
- Submit current resume or curriculum vita.

**MBA Health Care Requirements (36 hours):**

- BSG 500H MBA Essentials
- BSG 502H Managerial Economics for the Healthcare Industry
- BSG 503H Management Science and Operations Management for Health Care Organizations
- BSG 504H Leadership and Organizational Behavior within the Health Care Sector
- BSG 505H Managerial Accounting for Health Care Managers
- BSG 506H Marketing Strategy for Health Care Organizations
- BSG 507H Managerial Finance for Health Care Facilities
- BSG 508H International Health Care Insurance Business Models
- BSG 600H Business Strategy of the Health Care Industry
COURSE DESCRIPTIONS

Course descriptions are listed numerically within academic disciplines. Prerequisites, if any, are indicated in italics above the course descriptions. These prerequisites have been established to assure an adequate and uniform background for students in advanced classes. The University reserves the right to alter course offerings or course content without notice. Not all courses are offered every term at all locations and campuses.

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ACCOUNTING

**ACT 417**
Advanced Accounting (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): Intermediate Accounting II (ACCT 320).
Covers theory and practice relating to advanced accounting topics, with emphasis on consolidated financial statements.

**ACCT 215**
Financial Accounting (4 cr. hrs.)
Offered: Franklin and Urbana
Prerequisite(s): Introduction to Quantitative Reasoning (MATH 140) or Fundamental Algebra (MATH 150). Not open to students with credit for Introduction to Accounting or to students with credit for ACCT 110.
An introduction to accounting emphasizing how general purpose financial statements communicate information about the business corporation's performance and position for users external to management. Approximately one third of the course emphasizes how the accountant processes and presents the information and includes exposure to recording transactions, adjusting balances and preparing financial statements for service and merchandise firms according to established rules and procedures. The balance of the course examines major elements of the statements such as cash, receivables, inventory, long–lived assets, depreciation, payroll, bonds, and other liabilities and stocks. Concepts of this course are applied to Managerial Accounting (ACCT 225). Students are advised to avoid any time lapse between these courses.

**ACCT 225**
Managerial Accounting (4 cr. hrs.)
Offered: Franklin and Urbana
Prerequisite(s): Introduction to Quantitative Reasoning (MATH 140) or Fundamental Algebra (MATH 150) and Financial Accounting (ACCT 110 or 215). Not open to students with credit for ACCT 120.
The study of management accounting for internal reporting and decision-making. The course introduces a business-management approach to the development and use of accounting information.
Major topics include cost behavior, cost analysis, profit planning and control measures. Accounting for decentralized operations, capital budgeting decisions, and ethical challenges in managerial accounting are also covered.

**ACCT 310**
Intermediate Accounting I (4 cr. hrs.)
Offered: Franklin and Urbana
Prerequisite(s): Managerial Accounting (ACCT 225) and College Writing (ENG 120). Not open to students with credit for Intermediate Accounting I (ACCT 210).
The first of two in-depth financial accounting courses. Theory, the conceptual framework, development of generally accepted accounting principles, and applications are stressed. Topics include the income statement, the statement of cash flows and the balance sheet, specifically asset accounts.

**ACCT 320**
Intermediate Accounting II (4 cr. hrs.)
Prerequisite(s): Intermediate Accounting I (ACCT 310) with a minimum grade of “C”. Not open to students with credit for Intermediate Accounting II (ACCT 220).
The second of two in-depth financial accounting courses. Theory, concepts and applications are stressed. Topics include time value of money, current and non-current liabilities, leases, deferred taxes, retirement benefits, stockholders’ equity, earning per share, accounting changes and errors, and statement of cash flows.

**ACCT 330**
Cost Management (4 cr. hrs.)
Offered: Franklin and Urbana
Prerequisite(s): Managerial Accounting (ACCT 225).
This course is an in-depth study of cost accounting focusing on its role in internal reporting and the resulting decision-making processes. Students will evaluate the foundation, ethics and basic costing systems employed in the management accounting profession; analyze budgeting, cost behavior, pricing and profitability concepts and principles; determine how cost allocations, product quality, and investment decisions are applied by management accountants; determine how current trends in various industries impact cost accounting; and demonstrate knowledge that is in accordance with the educational requirements for the Certified Management Accountant (CMA) exam.

**ACCT 341**
Fraud Examination (4 cr. hrs.)
Offered: Franklin and Urbana
Prerequisite(s): None. Not open to students with credit for BSFR 341.
This course provides an overview of the behavioral research associated with occupational fraud and the methodology of fraud examination (i.e., obtaining documentary evidence,
interviewing witnesses and potential suspects, writing investigative reports, testifying to findings, and forensic document examination). The majority of the course is focused on detecting the most common types of occupational fraud, determining how each type of fraud is committed, and implementing prevention strategies.

**ACCT 342**
*Interviewing Techniques for Fraud Investigations (4 cr. hrs.)*
Offered: Franklin and Urbana
Prerequisite(s): Fraud Examination (ACCT/BSFR 341). Not open to students with credit for BSFR 342.

This course provides an overview of techniques and strategies useful in interviewing and interrogating occupational fraud suspects and other parties of interest. These techniques and strategies include interpreting the verbal and nonverbal cues of an interviewee, as well as planning, conducting, and documenting the findings from investigative interviews.

**ACCT 343**
*Legal Elements of Fraud (4 cr. hrs.)*
Offered: Franklin and Urbana
Prerequisite(s): Fraud Examination (ACCT/BSFR 341). Not open to students with credit for BSFR 343.

This course explores the legal issues associated with occupational fraud investigations with a primary emphasis on the proper preparation of a fraud report. Related topics addressed include analyzing relevant criminal and civil laws, the rights of the parties involved in an investigation, rules of evidence, and expert witnessing.

**ACCT 344**
*Corporate Governance & Internal Control Assessment (4 cr. hrs.)*
Offered: Franklin and Urbana
Prerequisite(s): Fraud Examination (ACCT/BSFR 341). Not open to students with credit for BSFR 344.

This course starts with an overview of key legislation and guidelines associated with corporate governance. This includes analyzing the components of the Committee of Sponsoring Organizations’ (COSO) internal control framework, the Sarbanes-Oxley Act of 2002, Statement on Auditing Standards (SAS) No. 99, and the role of the Public Company Accounting Oversight Board (PCAOB). However, the primary focus of the course is on identifying, documenting, analyzing, and testing internal controls in an organization as part of an effective fraud prevention program.

**ACCT 360**
*Governmental & Not-for-Profit Accounting (4 cr. hrs.)*
Offered: Franklin and Urbana
Prerequisite(s): Intermediate Accounting I (ACCT 310). Not open to students with credit for Fund Accounting (ACCT 270).

This course is designed to provide a framework for understanding the special accounting and reporting requirements of nonprofit organizations. The emphasis is on reporting concepts and budgeting principles for governmental and nonprofit economic entities.

**ACCT 390**
*Federal Income Tax I (4 cr. hrs.)*
Offered: Franklin and Urbana
Prerequisite(s): Managerial Accounting (ACCT 120 or 225).

An introduction to the federal income tax structure with emphasis on the individual taxpayer, including employee, sole proprietor and investor. This course also provides exposure to basic concepts that apply equally, or with slight modification, to taxpayers other than individuals. Major topics include filing status, exemptions, excludable and includable income, business and non-business deductions, disallowances, technical tax research, and computer problem applications.

**ACCT 401**
*Accounting Ethics & Professional Responsibilities (4 cr. hrs.)*
Offered: Franklin and Urbana
Prerequisite(s): Intermediate Accounting II (ACCT 320).

This course explores ethics and professional responsibility in the accounting profession. Students will discuss the evolutionary role of ethics as it pertains to the accounting profession. The course will also have students investigate and analyze case studies regarding ethical situations and issues confronted by the accounting profession. The course will also provide an introduction to professional responsibilities required of those in the CPA profession as prescribed by the state boards of accountancy.

**ACCT 410**
*Accounting Internship (1-4 cr. hrs.)*
Offered: Franklin and Urbana
Prerequisite(s): Intermediate Accounting II (ACCT 320) and Cost Management (ACCT 330). For internship positions in public accounting additional prerequisite(s) of Federal Income Tax I (ACCT 390) and Auditing (ACCT 470) are required.

This course provides qualified students with an opportunity to receive academic credit for supervised professional
training and experience in an actual work environment. This Internship is an ongoing seminar between the student, the faculty member and the employment supervisor. It involves an Internship Application and Learning Agreement, periodic meetings with the faculty representative, professional experience at a level equivalent to other senior-level courses and submission of material as established in the Internship Application and Learning Agreement. Participation cannot be guaranteed for all applicants.

**ACCT 420**  
**Federal Income Tax II (4 cr. hrs.)**  
Offered: Franklin and Urbana  
Prerequisite(s): Federal Income Tax I (ACCT 390) with a grade of “C” or better.

Analysis of the income tax consequences of the formation, operation and liquidation of C-corporations, S-corporations, partnerships, estates and trusts including the treatment of distributions by these entities and tax planning considerations. Also examined is the tax effect of property transfers by gift or death. Technical tax research and tax memo documentation also required.

**ACCT 425**  
**Accounting Information Systems (4 cr. hrs.)**  
Offered: Franklin and Urbana  
Prerequisite(s): Intermediate Accounting I (ACCT 310) and either Introduction to Databases (PF 108) or Database Management Systems (COMP 281).

This course creates a framework for accounting information systems by combining knowledge about business as it relates to information systems, information technology, and accounting. Students will examine the REA enterprise ontology as it relates to databases which can be used to store and retrieve information for decision-making within an organization. Students learn that in the competitive organizations of today, and tomorrow, accountants cannot simply prepare and report information; they must take a more active role in understanding and creating systems and processes that impact the organization’s bottom line.

**ACCT 470**  
**Auditing (4 cr. hrs.)**  
Offered: Franklin and Urbana  
Prerequisite(s): Intermediate Accounting II (ACCT 320).

A study of the planning, evidence gathering, internal control review, sampling, and application of procedures used to audit assets, liabilities, equity and related income statement accounts of a profit-oriented enterprise. Includes an evaluation of the audit profession including professional standards, ethics and liability of CPAs. Also includes a student-prepared audit case for hands-on application of audit procedures. The reporting requirements for compilation and review services and a thorough study of the types of audit opinions will also be studied. In addition, an audit research paper is required.

**ACCT 480**  
**Special Topics in Accounting (1-4 cr. hrs.)**  
Offered: Franklin and Urbana  
Prerequisite(s): Determined on a course-by-course basis and published online in the trimester Course Schedule.

A variable content classroom course in Accounting in which students pursue topics or subjects of current interest that are not part of the regular curriculum. A specific course description will be published online in the Course Schedule for the trimester the course is offered.

**ACCT 495**  
**Accounting Research & Analysis (4 cr. hrs.)**  
Offered: Franklin and Urbana  
Prerequisite(s): Completion of all required and elective major courses or permission from the Program Chair.

This course is designed to build upon previous research assignments in all upper level accounting courses and provide a capstone experience for accounting majors by challenging them to identify accounting issues, locate and research appropriate accounting concepts, standards, statements, pronouncements or tax authorities, and then provide a thorough analysis for determination of an appropriate conclusion for the decision-making process. Communication of such research and analysis will require students to prepare organized/structured written papers utilizing appropriate APA format and then present such findings to various audiences. Areas of research will include but will not be limited to SFACs, FASs, SASs, the Internal Revenue Code, and Treasury regulations.

**ACCT 499**  
**Independent Studies in Accounting (1-4 cr. hrs.)**  
Offered: Franklin and Urbana  
Prerequisite(s): Minimum 2.00 cumulative GPA, at least 16 credit hours completed at Franklin, related coursework completed with a minimum grade of “B,” and permission of Program Chair.

Independent studies courses allow students in good academic standing to pursue learning in areas not covered by the regular curriculum or to extend study in areas presently taught. Study is under faculty supervision and graded on either a Pass/No Credit or a letter grade basis. (See “Independent Studies” for more details.)
**ACCT 699**  
*Independent Studies in Graduate Accounting (1-4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Minimum 3.00 cumulative GPA, at least 16 credit hours completed at Franklin, related coursework completed with a minimum grade of “B” and permission of the Program Chair.  
Independent studies courses allow students in good academic standing to pursue learning in areas not covered by the regular curriculum or to extend study in areas currently taught. Study is under faculty supervision and graded on a letter-grade basis. (See “Independent Studies” for details.)

**ACCT 710**  
*Introduction to Research in Accounting (2 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Admission into the Master of Science in Accounting program.  
A study of the fundamentals of research processes in accounting. The primary focus of the course will be on analyzing specific accounting issues and common methodologies used in accounting research and on evaluating research results using examples from current accounting literature.

**ACCT 715**  
*Financial Accounting Theory (4 cr. hrs)*  
Offered: Franklin  
Prerequisite(s): Intermediate Accounting II (ACCT 320) and Introduction to Research in Accounting (ACCT 710).  
A study of financial accounting theory as it relates to decision making in a contemporary, global financial reporting environment. Key areas of concentration include decision usefulness perspectives and applications, manager motivation and performance measures, and global standard setting in accounting.

**ACCT 725**  
*Management Control Processes & Systems (4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Introduction to Research in Accounting (ACCT 710).  
A study of the processes and systems used by managers to ensure organizational goals and strategies are being implemented as intended. The course involves analyzing various management control processes and systems, examining the strengths and weaknesses of each, and evaluating effective implementation strategies. Case analysis is emphasized.

**ACCT 721**  
*Enterprise Resource Planning Systems (4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Introduction to Research in Accounting (ACCT 710).  
A study of the enterprise resource planning (ERP) systems used by organizations to integrate information flow through a wide variety of disparate functions. This course involves analyzing how an ERP system works, examining the advantages and risks of ERP systems, and evaluating ERP system implementation strategies. Case analysis is emphasized.

**ACCT 732**  
*Forensic Accounting (4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Introduction to Research in Accounting (ACCT 710).  
A study of the investigative and analytical skills used in preventing, discovering, and resolving financial irregularities in a manner that meets the standards required by applicable laws and/or regulations. The course begins with an examination of the legal fundamentals of forensic accounting followed by an analysis of the key tools and techniques used by forensic accountants. This foundational background is then used in the analysis of common forensic accounting applications. Case analysis is emphasized.

**ACCT 733**  
*Advanced Auditing & Data Mining Techniques (4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Auditing (ACCT 470) and Introduction to Research in Accounting (ACCT 710).  
A study of auditing issues from case studies and application of data mining techniques in solving audit issues. Key area of concentration with case studies include client acceptance, understanding client business, audit risk assessment, materiality, fraud considerations, internal control objectives and deficiencies, auditing business processes and related accounts, and professional and ethical responsibilities. Key areas of focus with data mining techniques include application with ACL software tables, filters, and commands; audit planning; test of transactions and test of balances. Students will also explore the use of ACL software for forensic auditing and management reports.
**ACCT 734**  
*Enterprise Risk Analysis & Management (4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Introduction to Research in Accounting (ACCT 710).  
A study of the identification, analysis, measurement, management of operational and financial risk within an organization. Key areas of focus include a historical perspective of risk, the implementation of a risk management program, allocation of capital, and measurement of performance.

**ACCT 751**  
*Advanced Personal Income Taxation (4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Introduction to Research in Accounting (ACCT 710).  
This course provides a detailed review of the most prominent income, deduction, and credit issues affecting individuals, particularly those affecting high-income or net-worth individuals or those involved in certain specialized transactions. Topics discussed will include: detailed review of certain itemized deductions; the various loss limitation rule provisions, including the passive activity and at-risk loss limitation rules; the treatment of certain business income and expense items, including individual net operating losses; significant equity and property transactions; and the alternative minimum tax (AMT). Substantial emphasis will be placed on key compliance issues and tax planning opportunities for individuals, particularly those involved in investment, business, or other entrepreneurial activities. The class will include numerous components requiring students to apply the tax law to completing tax forms and in performing tax research related to issues in the course.

**ACCT 752**  
*C-Corporation Taxation (4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Introduction to Research in Accounting (ACCT 710) and Financial Accounting Theory (ACCT 715).  
This course provides a comprehensive overview of the fundamental tax principles and consequences of corporate formation, operation, and liquidation to both corporations and their shareholders. Principle topics covered include: corporate formation and capital structure, including the treatment and utilization of debt and the application of Section 351; the taxation of corporate operations, including prominent property transactions, tax incentives and credits, and significant deductions; determination of earnings and profits; the tax treatment of distributions or other payments to shareholders and/or corporate officers; stock redemptions; and corporate liquidations and corporate reorganizations, including mergers, acquisitions, and divisive reorganizations.

**ACCT 753**  
*Pass-Through Entity Taxation (4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Introduction to Research in Accounting (ACCT 710).  
This course reviews the general provisions of Subchapters S and K of the Internal Revenue Code in considerable detail. Primary topics of focus include: the tax consequences of general partner and S-corporation formation, including the application of Sections 351 and 721; partnership and S-corporation operations, including the pass-through treatment of tax attributes; S-corporation tax accounts (including the accumulated adjustment account and accumulated earnings and profits); S-corporation level taxes; the concepts of inside and outside basis; the treatment of distributions of property to shareholders and partners; partnership and S-corporation liquidation. Special attention will be given to tax issues unique to partnerships, including special allocations, and the various partnership anti-abuse and loss limitation rules. Attention will also be given to practical aspects of pass-through entity tax practice, including key compliance and reporting issues and tax planning opportunities.

**ACCT 754**  
*Gift & Estate Taxation (4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Advanced Personal Income Taxation (ACCT 751).  
This course will review the general federal tax provisions concerning gift and estate taxation, including an introduction to the applicable property law concepts necessary for a full understanding of the topic. Topics of focus within the gift taxation system include the concepts of completed and incomplete gift transfers; taxable and nontaxable gifts; exclusions and deductions; and split-gift transfers. Estate tax issues that will be covered include the concept of the taxable estate; valuation issues; and deductions from the taxable estate. Calculation of a given individual’s gift and/or estate tax liabilities will be a focus of the course, as will tax planning issues and opportunities to reduce the transfer tax liabilities over a person’s lifetime and over generations. Finally, the course will review the general laws and provisions applicable to the income taxation of trusts and estates.
ACCT 795
Accounting Research Seminar (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): Completion of all MSA Core Courses and a majority of electives or permission from the Program Chair.
This seminar course will provide students with a capstone experience of their academic studies. Students will research and analyze recent literature, both professional and academic, in accounting, focusing on the impact of current developments in various areas of the accounting profession. Students will also apply accounting research strategies, learned over the course of their studies in the program, to a topic agreed upon by the student and professor. Students will present their research findings to colleagues at the end of the course.

AGRICULTURE

AGRIBUSINESS

AGR 345
Agricultural Marketing (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): MKTG 300
The course has been designed to develop the student’s knowledge of marketing principles and apply them to agribusiness marketing problems, marketing policies, regulations, and different market structures. The course will develop the skills of commodity marketing and will review spot and futures markets, basis, risk management, hedging, and forward contracts. Product marketing mix, the life cycle of agricultural and food products, and specific products and services for targeted market segments will be examined. The course will increase both your understanding of domestic and global agricultural supply chains including input suppliers, farms and ranches, food processors and manufacturers, and food wholesalers and retailers and other agribusiness companies.

AGR 355 (URBANA)
Technology in Agriculture (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): BUSAD 110, ECON 220, MGMT 312
The course examines the technological and innovative equipment changes that have occurred within the agricultural sector. The course will examine the technological improvements to tractors, harvesting equipment and other agriculture technology that has revolutionized irrigation procedures and have helped to conserve resources in farming. Global Positioning Systems (GPS) technology will also be examined. GPS has been used

AGR 366 (URBANA)
Agricultural Policy and Current Issues in Agriculture (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): BUSAD 110, ECON 220, MGMT 312
The course will examine how economic principles concerning the behavior of producers and consumers frame public policy for agriculture. The course will also review current agribusiness issues and trends in U.S. agriculture. This course provides an introduction to the issues surrounding agricultural development and economic growth in less developed markets and analyzes how growth and development can be measured. The course also reviews the impediments to development and how they can be resolved.

AGR 447 (URBANA)
Agricultural Social Responsibility (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): BUSAD 110, ECON 220, MGMT 312
This course examines how enterprises can profitably manage their commitments to the community and the environment, relationships with stakeholders, and corporate citizenship. Topics examined include managing agribusiness processes for ecological and social sustainability. The course will also examine agricultural regulations, environmental policy that impacts agricultural production and the costs of negative externalities within our environment.

ANTHROPOLOGY

ANTH 215
Cultural Anthropology (4 cr. hrs.)
Offered: Franklin and Urbana
Prerequisite(s): None. Not open to students with credit for ANTH 100, ANTH 110, ANTH 115 or ANTH 315.
This course exposes students to the principles, concepts, research methods, and applications of cultural anthropology. Students will be introduced to the wide range of variation in social and institutional arrangements found historically and cross-culturally. From language to gender roles, from bases of social stratification to causes and consequences of conformity, from the simpler life in foraging societies to the seeming-chaos in modern post-
industrial societies: students will examine the enormous variation in solutions to the requisites of social life.

**ANTH 480**

*Special Topics in Anthropology (1-4 cr. hrs.)*

Offered: Franklin and Urbana  
Prerequisite(s): Determined on a course-by-course basis and published online in the trimester Course Schedule.

A variable content classroom course in anthropology in which students pursue topics or subjects of current interest that are not part of the regular curriculum. A specific course description will be published online in the Course Schedule for the trimester the course is offered.

**ANTH 499**

*Independent Studies in Anthropology (1-4 cr. hrs.)*

Offered: Franklin and Urbana  
Prerequisite(s): Minimum 2.00 cumulative GPA, at least 16 credit hours completed at Franklin, related coursework completed with minimum grade of “B,” and permission of Program Chair.

Independent studies courses allow students in good academic standing to pursue learning in areas not covered by the regular curriculum or to extend study in areas presently taught. Study is under faculty supervision and graded on either a Pass/No Credit or a letter grade basis. (See “Independent Studies” for more details.)

**APPLIED MANAGEMENT**

**AMGT 440**

*Project & Team Management (4 cr. hrs.)*

Offered: Franklin  
Prerequisite(s): Principles of Management (MGMT 312).

The focus of this course is on the effective management of projects and the teams responsible for project implementation. This course covers the fundamental theory and practice of project management in an organizational setting. Students learn to apply knowledge, skills, tools, and techniques necessary for effective functioning in a project environment. The course will also provide insights into the management processes related to project team development as well as the project team lifecycle and its dynamics. Accordingly, activities and assignments in this course are designed to help students understand the nature of successful project planning and execution, as well as project team formation and management.

**AMGT 450**

*Organizational Supervision (4 cr. hrs.)*

Offered: Franklin  
Prerequisite(s): Principles of Management (MGMT 312) or Introduction to Public Administration (PUAD 305).

This course is designed to provide the framework and foundation of what it takes to be a first line manager or supervisor. Students will be introduced to the many skills required of a supervisor such as planning and controlling activities to accomplish organizational goals. Areas such as communication, ethical decision-making, conflict management, interpersonal relations and employee development will be explored.

**AMGT 480**

*Special Topics in Applied Management (1-4 cr. hrs.)*

Offered: Franklin  
Prerequisite(s): Determined on a course-by-course basis and published online in the trimester Course Schedule.

A variable content classroom course in Applied Management in which students pursue topics or subjects of current interest that are not part of the regular curriculum. A specific course description will be published online in the Course Schedule for the trimester the course is offered.

**AMGT 497**

*Applied Management Capstone (4 cr. hrs.)*

Offered: Franklin  
Prerequisite(s): Completion of all other major area courses. Not open to students with credit for AMGT/PSMT/TMGT 495.

This course serves as the capstone for the Applied Management program major. The purpose of this course is to integrate all prior learning in the Applied Management core, the students’ chosen concentration area, and other related courses and experiences. Based on their chosen concentration area, students will be expected to complete and present a performance management plan or business proposal.

**AMGT 499**

*Independent Studies in Applied Management (1-4 cr. hrs.)*

Offered: Franklin  
Prerequisite(s): Minimum 2.0 cumulative GPA, at least 16 credit hours completed at Franklin, related coursework completed with minimum grade of “B,” and permission of Program Chair.

Independent studies courses allow students in good academic standing to pursue learning in areas not covered by the regular curriculum or to extend study in areas presently taught. Study is under faculty supervision and
graded on either a Pass/No Credit or a letter grade basis. (See “Independent Studies” for more details.)

**ART**

**ART 102**  
*Drawing (3 cr. hrs.)*  
Offered: Urbana  
Prerequisite(s): None.  
This course focuses on developing an awareness of tone, color, shape, and line in the process of creating an organized sketch. No prior artistic experience is needed if the student is willing to experiment with drawing what is seen. Fee applies.

**ART 105**  
*Basic Design (3 cr. hrs.)*  
Offered: Urbana  
Prerequisite(s): None.  
A basic course in the principles and elements of design as applied to two- and three-dimensional surfaces, including line, mass, space, texture, value, and color. Fee applies.

**ART 107**  
*Basic Painting and Drawing (3 cr. hrs.)*  
Offered: Urbana  
Prerequisite(s): None.  
Oil and watercolor from still life, landscape, and living models. Emphasis on composition and color. Fee applies.

**ART 211**  
*Art Appreciation: Ancient Art (3 cr. hrs.)*  
Offered: Urbana  
Prerequisite(s): None.  
An appreciation of the visual arts based on discussing what is conveyed by specific works of art and how each artist communicated to his or her audience. Artistic traditions covered in the course are Egyptian, Greek, Roman, Medieval, and Renaissance.

**ART 212**  
*Art Appreciation: Modern Art (3 cr. hrs.)*  
Offered: Urbana  
Prerequisite(s): None.  
An appreciation of the modern tradition in the visual arts based on an examination of what artists of the 19th and 20th centuries have chosen to say and how they have chosen to say it.

**ASTRONOMY**

**AST 213**  
*Astronomy (3 cr. hrs.)*  
Offered: Urbana  
Prerequisite(s): None.  
An introduction to astronomy. Topics studied include the Earth and moon, the sun, the solar system, stellar astronomy, galaxies, and cosmology. Three one-hour lectures and one two-hour laboratory per week. Fee applies.

**BIOLOGY**

**BIO 101**  
*General Biology (3 cr. hrs.)*  
Offered: Urbana  
Prerequisite(s): None.  
A study of basic processes and functions of all living organisms, with particular emphasis on their implications to humans. Major topics considered include the cell as the basic unit of life, the production and utilization of food, growth and development of living organisms, sexual reproduction and the elementary laws of inheritance. Two classes and one two-hour laboratory. Fee applies.

**BIO 106**  
*Human Reproduction (3 cr. hrs.)*  
Offered: Urbana  
Prerequisite(s): None.  
This course is designed to acquaint the non-major with the basic processes of human reproduction. The anatomy and physiology of the male and female reproductive systems will be studied along with associated topics such as contraceptive, abortion, “test tube babies”, cloning, and genetic engineering.

**BIO 120**  
*Local Flora (3 cr. hrs.)*  
Offered: Urbana  
Prerequisite(s): None.  
A laboratory, field, and discussion course in identifying common Ohio plants with emphasis on plant families, taxonomic principles, use of keys, manuals, and field recognition of plants. Two two-hour classes. Note that this is a field course with numerous trips to sometimes rugged terrain. Students should be prepared to visit and dress for outdoor experiences away from improved areas.
**BIO 207**  
**Biology I-Zoology (4 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): None.  
A study of animal biology with relevant principles followed by a general study of the animal kingdom and its relationship to humankind. Three one-hour lectures and one two-hour laboratory. Fee applies.

**BIO 208**  
**Biology II-Botany (4 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): None.  
An investigation of the environmental and economic significance for humans of the various plant groups in today's world. Topics considered include the importance of non-green plants (fungi and bacteria), the influence of non-vascular plants, flowering plants for food and fiber, including specific processes, structure and reproduction. Three one-hour lectures and one two-hour laboratory. Fee applies.

**BIO 227**  
**Humas and Their Environment (4 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): None.  
A study of some of the current ecological problems confronting humanity. Principal topics considered include basic laws governing the functioning of ecological systems, the human population explosion, food production, environmental pollution, possible modification of the environment, extinction of species and energy. Three one-hour lectures and one two-hour laboratory. Fee applies.

**BIO 251**  
**General Anatomy and Physiology I (4 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): None.  
A preliminary investigation into the structures and functions of the human body. Emphasis is placed upon cellular biology and the muscular, skeletal, and nervous systems. Three one-hour lectures and one two-hour laboratory. Fee applies.

**BIO 252**  
**General Anatomy and Physiology II (4 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): BIO 251.  
A continuation of General Anatomy and Physiology.

**BIO 330**  
**Cell Biology (3 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): Six hours of Biology and CHEM 216 & CHEM 217.  
A study of the cell, its membrane, organelles, and the biochemical and energy producing processes that occur within it. The morphological differences of cell populations will be considered, including diseases that result from abnormal morphological changes. Three one-hour lectures. Prerequisite: Three one-hour lectures.

**BIO 405**  
**Advanced Environmental Science (4 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): BIO 207 & BIO 208.  
A capstone course which includes study of the interrelationships between organisms and their environment. Topics considered include the ecosystem concept, energy flow through the ecosystem, biogeochemical succession, and population ecology. Three one-hour lectures and one two-hour lab. Fee applies.

**BIO 406**  
**Genetics (4 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): BIO 207, 208.  
A survey of micro-organisms, including copepods, cladocerans, ostracods, oligochaetes, nematodes, turbellarians, gastrotrichs, rotifers, protozoans, algae, fungi, and bacteria. Emphasis is placed on identification; commercial, ecological and pathological significance for man; and specific techniques necessary for the study of micro-organisms. Three one hour lectures and two-hour lab. Fee applies.

**BIO 420**  
**Microbiology (4 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): BIO 207 & BIO 208.  
A survey of micro-organisms, including copepods, cladocerans, ostracods, oligochaetes, nematodes, turbellarians, gastrotrichs, rotifers, protozoans, algae, fungi, and bacteria. Emphasis is placed on identification; commercial, ecological and pathological significance for man; and specific techniques necessary for the study of micro-organisms. Three one hour lectures and two-hour lab. Fee applies.
man; and specific techniques necessary for the study of micro-organisms. Three one hour lectures and two-hour lab. Fee applies.

**BIO 428**  
**Vertebrate Embryology (4 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): BIO 207.

A study of the basic developmental patterns demonstrated by vertebrate animals. The study of modern experimental embryology is also included. Three one-hour lectures and one two-hour lab. Fee applies.

**BIO 515**  
**Sustainable Resource Management (3 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): None.

This course introduces concepts and methods of sustainable management from various fields of research on the sustainability of alternative human interactions with the environment. It highlights the role (and limits) of science in the development of management strategies to meet current and future human needs within persistently flourishing and suitably integrated ecological, social, and economic systems. Topics addressed include strong and weak forms of sustainability, pessimistic versus optimistic scenarios, and the analysis of the resiliency and threshold dynamics of integrated, multi-scale systems. Cross-listed with ENV 515.

**BIO 607**  
**Curriculum and Teaching Design and Theory: Science (3 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): None.

This course is for graduate students studying curriculum design and development. It is designed for those who are exploring the issues that have potential to influence the planning, implementation, and evaluation of curriculum. The course reflects the emergent trend in the field of curriculum. Cross-listed with EDG 607.

**BIO 620**  
**The Nature and Practice of Science (3 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): None.

The focus of this course is on critical thinking as it may be applied to scientific claims to introduce the major themes, processes, and methods common to all scientific disciplines so that the student may develop an understanding about the nature and practice of science and develop an appreciation for the process by which we gain scientific knowledge. Furthermore, this philosophical approach to science education highlights the acquisition of scientific knowledge via critical thinking to foment a skeptical attitude in our students so that they do not relinquish their mental capacity to engage the world critically and ethically as informed and responsibly involved citizens.

**BIO 623**  
**Application of Content and Pedagogy Principles for Science (3 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): None.

This course reviews standard and new applications of pedagogy related to specific age groups within science. Students will design and conduct age appropriate lessons on specific mathematic topics throughout the course. Students will analyze learning resources appropriate for science and the age group and integrate technology applications within the application activities. Cross-listed with EDG 623.

**BIO 630**  
**Contemporary Issues in Science (3 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): None.

The focus of this course is on critical thinking as it may be applied to the claims about autism and vaccinations, GMOs, climate change, and evolution so that the educator may develop a more robust understanding about these four contemporary issues in science. By means of mostly primary research articles, topical keynotes, videos, and dialectical feedback, the course addresses these four issues in science so that the educator may deal directly and systematically with students' misconceptions and resistance to modern science. This will be achieved by highlighting the critical thinking in science that (1) analyzes and evaluates arguments, and (2) engages in a form of methodological skepticism that systematically and continuously asks Critical Questions, and using both of these in helping the students actively compare their initial conceptions (and publicly popular misconceptions) with more fully scientific conceptions. In short, the following methodological approach to critical thinking will be applied to claims about autism and vaccinations, GMOs, climate change, and evolution, after discussing the science and problem behind these four contemporary issues in science.
BUSINESS

BUS 300
Portfolio Development (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): None.
This course teaches how to identify those areas in the student's background which may warrant college credit; how to write a competency statement, and how to identify and gather appropriate documentation in order to support the claim of college-level learning.

BUS 355
Economic Issues (4 cr. hrs.)
Offered: Urbana
Prerequisite(s): Business Principles (BSAD 110).
Students will examine the fundamental concepts and terminology of economics. They will understand the nature and determination of the Gross Domestic Product, business cycles, unemployment, inflation, fiscal policy, monetary policy, and economic stabilization. Further, they will understand economic consumer decision making, allocation of scarce resources, and competing uses by the price system.

BUS 356
Management and leadership Techniques and Methods (4 cr. hrs.)
Offered: Urbana
Prerequisite(s): None
Students will analyze the effective management of formal organizations and learn the interrelationships between internal variables, environment, and external variables with a special focus on the managerial functions of planning, organizing, directing, controlling, and communicating. This course analyzes the application to management of studies from the behavioral fields of psychology, sociology, and anthropology.

BUS 423
Practicum in Project Management (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): None.
This course is designed to provide adult students an opportunity to supplement their classroom learning experiences with the management of an on-the-job project. In this experience, students have sole responsibility for planning, controlling, and bringing to completion a meaningful and significant project at their place of employment. Students must contact the Dean of the College of Business for the appropriate eligibility and application process. Open only in blocks of three semester hours.

BUS 425
Prior Life-Long Learning Experience (3-15 cr. hrs.)
Offered: Urbana
Prerequisite(s): None.
Designed to allow students who have held managerial positions to prepare a descriptive and analytical essay which related their job experience to the academic area of business. This essay will emphasize the nature of work, model of the organizational system, training and development, and lessons learned. Enrollment is open to business majors and requires submission by the student of a written proposal and approval of the proposal by the College Dean. Offered in multiples of 3 credits, up to a maximum of 15 credits.

BUS 421
Internship in Business (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): None.
In this experience, theoretical classroom knowledge is supplemented by supervised, related work experience. Students must be mentored and evaluated by an on-the-job supervisor and a full time College of Business faculty member. Students must contact the Dean of the College of Business for the appropriate eligibility and application process.

BUS 491
Business Ethics and Social Responsibilities (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): Senior standing.
A study of the ethical, moral, religious, legal, and political considerations which influence management in making policy and operating decisions. The growth of government regulations and its significance to the firm are investigated. The questions of morality and ethics relative to profit motives and societal demands are pursued. The notion of responsibility to society vis-à-vis subjects such as pollution, fraudulent practices, and insider-trading are studied in light of long-range consequences of decision-making by management.

BUS 498
Business Seminar I: Planning and Organizing and Business (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): Senior standing.
Designed to give hands-on experience to senior students as academic course work and real-life features of setting up and operating a business are brought together. Participants identify a product and set up and operate a business on paper, but get firsthand experience by contacting local governments, performing surveys of consumer interest and organizing the enterprise following recognized legal procedures, evaluating various operating processes and exploring ethical and moral issues involved in business decisions.

**BUSINESS ADMINISTRATION**

**BSAD 110**  
*Business Principles (4 cr. hrs.)*  
Offered: Franklin and Urbana  
Prerequisite(s): None. Basic Learning Strategies (PF 121) or Learning Strategies (PF 321) is recommended, but not required.  
An introductory business course that helps students learn business terminology and provides preliminary study into the areas of economics, global business, ethics, business ownership, business management, human resource management, marketing, accounting and finance.

**BSAD 220**  
*Business Law (4 cr. hrs.)*  
Offered: Franklin and Urbana  
Prerequisite(s): Business Principles (BSAD 110).  
A study of the everyday legal problems encountered in business with emphasis on the areas of legal procedure, contracts, agency, employment law, business organizations and torts, with cases relating to these and other areas.

**BSAD 320**  
*Quantitative & Qualitative Methods for Decision-Making (4 cr. hrs.)*  
Offered: Franklin and Urbana  
Prerequisite(s): None. Not open to students with credit for MGMT 320.  
This course focuses on the development of individual and team decision-making and problem solving skills. Real world domestic and global issues will be analyzed, diagnosed, and evaluated through the application of a variety of quantitative and qualitative tools and techniques used to arrive at effective decisions and solutions.

**BSAD 410**  
*Business Administration Internship (1-4 cr. hrs.)*  
Offered: Franklin and Urbana  
Prerequisite(s): Completion of Business Core courses.  
This course provides qualified students with an opportunity to receive academic credit for supervised professional training and experience in an actual work environment. This Internship is an ongoing seminar between the student, the faculty member and the employment supervisor. It involves an Internship Application and Learning Agreement, periodic meetings with the faculty representative, professional experience at a level equivalent to other senior-level courses and submission of material as established in the Internship Application and Learning Agreement. Participation cannot be guaranteed for all applicants.

**BSAD 460**  
*Business Ethics for Leaders (4 cr. hrs.)*  
Offered: Franklin and Urbana  
Prerequisite(s): None. Not open to students with credit for Current Issues in Business (BSAD 403).  
This course focuses on the application and evaluation of scholarly articles, case studies, and real-life ethical dilemmas using an ethical decision-making model. Students will evaluate personal value systems; individual, leadership driven, organizational, and community ethical issues; and the social responsibilities of global organizations. The course will culminate in an in-depth analysis of a real-life ethical dilemma based on an authentic organization.

**BSAD 476**  
*Global Business Issues (4 cr. hrs.)*  
Offered: Franklin and Urbana  
Prerequisite(s): None. Not open to students with credit for MGMT 476.  
This course focuses on global economic integration and emerging market economies and the effects these trends have on both service and manufacturing industries in the short- and long-term. Other global business issues will include: the European Union (EU), North American Free Trade Association (NAFTA), and the World Trade Organization (WTO); environmental considerations in business operations; the influences of the political and legal environment on markets; the strategies for business entry into a global market; and the development of leadership talent in a global setting.

**BSAD 480**  
*Special Topics in Business Administration (1-4 cr. hrs.)*  
Offered: Franklin and Urbana  
Prerequisite(s): Determined on a course-by-course basis and published online in the trimester Course Schedule.  
A variable content classroom course in Business Administration in which students pursue topics or subjects
of current interest that are not part of the regular curriculum. A specific course description will be published online in the Course Schedule for the trimester the course is offered.

**BSAD 495**  
**Business Administration Capstone (4 cr. hrs.)**  
Offered: Franklin and Urbana  
Prerequisite(s): Senior standing, completion of Business Core and completion of, or concurrent enrollment in, all other major courses. Not open to students with credit for MGMT 495.

This course serves as the Capstone for the Business Administration major. The purpose of the course is to integrate all prior learning in business administration, related coursework, and workplace experiences to individually assess an organization. Three major components comprise the course: the strategic analysis of an organization; the development of a forward looking strategy with competitive, ethical, and global considerations; and the development of an implementation plan.

**BSAD 499**  
**Independent Studies in Business Administration (1-4 cr. hrs.)**  
Offered: Franklin and Urbana  
Prerequisite(s): Minimum 2.00 cumulative GPA, at least 16 credit hours completed at Franklin, related coursework completed with minimum grade of “B”, and permission of Program Chair.

Independent studies courses allow students in good academic standing to pursue learning in areas not covered by the regular curriculum or to extend study in areas presently taught. Study is under faculty supervision and graded on either a Pass/No Credit or a letter grade basis. (See “Independent Studies” for more details.)

**BUSINESS FORENSICS**

**BSFR 341**  
**Fraud Examination (4 cr. hrs.)**  
Offered: Franklin  
Prerequisite(s): Financial Accounting (ACCT 215) and Principles of Management (MGMT 312). Not open to students with credit for ACCT 341.

This course provides an overview of the behavioral research associated with occupational fraud and the methodology of fraud examination (i.e., obtaining documentary evidence, interviewing witnesses and potential suspects, writing investigative reports, testifying to findings, and forensic document examination). The majority of the course is focused on detecting the most common types of occupational fraud, determining how each type of fraud is committed, and implementing prevention strategies.

**BSFR 342**  
**Interviewing Techniques for Fraud Investigations (4 cr. hrs.)**  
Offered: Franklin  
Prerequisite(s): Fraud Examination (ACCT/BSFR 341). Not open to students with credit for ACCT 342.

This course provides an overview of techniques and strategies useful in interviewing and interrogating occupational fraud suspects and other parties of interest. These techniques and strategies include interpreting the verbal and nonverbal cues of an interviewee, as well as planning, conducting, and documenting the findings from investigative interviews.

**BSFR 343**  
**Legal Elements of Fraud (4 cr. hrs.)**  
Offered: Franklin  
Prerequisite(s): Fraud Examination (ACCT/BSFR 341). Not open to students with credit for ACCT 343.

This course explores the legal issues associated with occupational fraud investigations with a primary emphasis on the proper preparation of a fraud report. Related topics addressed include analyzing relevant criminal and civil laws, the rights of the parties involved in an investigation, rules of evidence, and expert witnessing.

**BSFR 344**  
**Corporate Governance & Internal Control Assessment (4 cr. hrs.)**  
Offered: Franklin  
Prerequisite(s): Fraud Examination (ACCT/BSFR 341). Not open to students with credit for ACCT 344.

This course starts with an overview of key legislation and guidelines associated with corporate governance. This includes analyzing the components of the Committee of Sponsoring Organizations’ (COSO) internal control framework, the Sarbanes-Oxley Act of 2002, Statement on Auditing Standards (SAS) No. 99, and the role of the Public Company Accounting Oversight Board (PCAOB). However, the primary focus of the course is on identifying, documenting, analyzing, and testing internal controls in an organization as part of an effective fraud prevention program.

**CHEMISTRY (CHE or CHEM)**

**CHE 201**  
**Fundamentals of Chemistry (4 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): None.
A one-semester beginning chemistry course designed for non-science or allied health majors. The course covers basic concepts in atomic structure, energy, bonding, the periodic table, chemical properties of matter, kinetics, equilibrium, gases, acids and bases, organic chemistry, and selected topics of nutrition, personal care, household products, and medicinal chemistry. A laboratory is designed to supplement the lectures. Fee applies.

**CHE 216**  
**General Chemistry I (4 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): Grade of “C” or better in ENG 102 and MAT 105 (or higher) and a minimum ACT composite score of 18, or permission of the instructor.

The first half of a two-semester course which presents the fundamental concepts of chemistry necessary for further studies in the areas of chemical, physical, or biological sciences. Topics covered include measurement, reactions in a gaseous solution, atomic measurement, stoichiometry, the gaseous state, thermochemistry, periodic law, and chemical bonding. Guidelines for chemical hygiene, safety, and OSHA and EPA regulations are covered in the laboratory. The laboratory is designed to supplement the lectures. Fee applies.

**CHE 217**  
**General Chemistry II (4 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): CHE 216, MAT 220 or permission of instructor.

A continuation of Chemistry 216. Topics presented include liquid and solid states, solutions, kinetics, chemical equilibrium, acids and bases, thermodynamics, oxidation-reduction reactions, and electrochemistry. The laboratory is designed to supplement the lecture. Fee applies.

**CHE 221**  
**Organic Chemistry I (5 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): CHE 217.

The first half of a two-semester organic chemistry sequence for science and premedical majors emphasizing mechanisms, structure, theory, modern laboratory techniques, and applications to biological, medical and environmental organic chemistry. Topics covered include: structure, bonding and reactivity of organic compounds; hydrocarbons such as alkanes, alkenes, and alkynes; nomenclature; isomerism: stereochemistry; addition reactions; nucleophilic substitution and elimination reactions; and IR and NMR spectroscopy. Guidelines for chemical hygiene, safety and OSHA and EPA regulations are reviewed. Fee applies.

**CHE 222**  
**Organic Chemistry II (5 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): CHE 221.

The second half of a two-semester organic chemistry course. Topics covered include: structure, bonding and reactivity of alcohols, diols, ethers, aldehydes, ketones, carboxylic acids and their derivatives, enols, enolates, polyenes, aromatic hydrocarbons, amines and heterocycles. Mechanisms for alkylation, condensation, conjugate addition, and electrophilic aromatic substitution are covered. In addition, MS and UV spectroscopy are covered. Fee applies.

**CHE 240**  
**Biochemistry (3 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): CHE 222 or permission of instructor.

The course covers the basic chemical and physical principles of the primary biomolecules-protein, carbohydrates, lipids, and nucleic acids. The structure and properties of these molecules and their relevance to biological processes will be integrated. The kinetics and mechanisms of enzymes are investigated. Fee applies.

**CHE 331**  
**Inorganic Chemistry (4 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): CHE 222.

The course covers advanced topics in inorganic chemistry: symmetry operations and group theory; the solid state; aspects of coordination chemistry pertaining to structure, bonding, isomerism, electronic spectra, magnetism, reaction kinetics and mechanisms; organometallics, ring, cage and cluster complexes, and the inorganic chemistry of biological systems. The laboratory is designed to supplement the lecture. Fee applies.

**CHE 332**  
**Quantitative Analytical Chemistry (4 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): CHE 217.

The course covers methods of statistical data analysis, and the theory and technique of volumetric, gravimetric, spectrophotometric, and electrochemical methods of analysis. An emphasis is placed on titrimetric and gravimetric analytical methods. The laboratory is designed to supplement the lecture. Fee applies.
**CHE 341**  
**Toxicology (4 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): CHE 332.

The course covers the principles and methods of toxicology, including topics in the following areas: general toxicology, mechanisms of toxicity, risk assessment; absorption, distribution and excretion of toxicants; biotransformations of xenobiotics, toxicokinetics; chemical carcinogenesis; genetic toxicology; developmental toxicology; target organ toxicity; liver, kidney, eye, blood and skin toxicity; immune, respiratory, nervous, vascular, reproductive and endocrine system toxicity. Toxic agents such as pesticides, metals, solvents, vapors, radiation, animal and plant toxins, and environmental applications are discussed. Fee applies.

**CHE 342**  
**Government Regulations and Hazardous Materials Management (3 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): CHE 341.

The course covers topics in the areas of environmental regulations, sampling, analysis, treatment and disposal or toxins. The specific requirements of federal regulations in various areas including occupational exposure, fire safety, radiological exposure, waste and disposal are discussed. The course reviews descriptive and inferential statistics in relation to methods of analytical chemistry, as they relate to sampling and analysis in soil, solids, air, water, liquids, and biological materials. Techniques for the treatment and disposal of hazardous waste are discussed.

**CHE 442**  
**Physical Chemistry (3 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): CHE 222, MAT 242.

An introduction to the mathematical/physical interpretation of chemical theory. Included are kinetic-molecular theory of gases, the liquid state, crystals, thermodynamics solutions, kinetics, quantum mechanics, electrochemistry, and spectroscopy.

**COMMUNICATIONS (COM or COMM)**

**COM 200**  
**Communication Practicum (1 cr. hr.)**  
Offered: Urbana  
Prerequisite(s): Departmental approval.

Students may receive one credit hour for participation in campus publications or faculty research. A maximum of eight credit hours will be credited toward graduation.

**COM 202**  
**Introduction to Mass Media (3 cr. hr.)**  
Offered: Urbana  
Prerequisite(s): Departmental approval.

This course introduces students to the history, technologies, finances, and developments of the rapidly changing mass media.

**COM 220**  
**Journalism and Media Writing (3 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): COM 202, ENG 120

An introduction to writing, reporting, and editing for the traditional and new media formats.

**COM 240**  
**Media Design (3 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): COM 202

This course teaches the theories and practices of typography, headline writing, visual design principles, and layout for professional communication in traditional and new media formats. Practice in content selection and editing is also included.

**COM 260**  
**Video Production (3 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): COM 202

This course teaches the video production process and addresses elements and techniques of video recording and post-production editing.

**COM 301**  
**Theories of Communication (3 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): COM 202

Various forms of communication are surveyed with attention to their nature, role, structure, influence, operation, and problems.
COM 340
**Layout/Editing (3 cr. hrs.)**
Offered: Urbana
Prerequisite(s): COM 220.

This course teaches typography, layout, and design of printed communication in addition to copy-reading, headline news selection, and layout of news pages.

COM 390
**Multimedia Production (3 cr. hrs.)**
Offered: Urbana
Prerequisite(s): COS 101.

Introduction to Web-based multimedia concepts, terminology, media elements, planning and design, as well as the emerging software used to create and distribute interactive, Web-based multimedia content. Emphasis is on planning and designing the user interface; using scripts and programming the website content; and integrating Web-based technologies. Students will learn design principles and how to produce computer-generated communications. Topics will include website development and web page design, as well as integration of dynamic content such as graphics, animation, video, and sound.

COM 420
**Media Writing (3 cr. hrs.)**
Offered: Urbana
Prerequisite(s): ENG 060.

This course covers classic journalistic techniques such as interviewing, reporting, writing, and editing for traditional and new media formats. Areas of focus include news and feature writing in newspapers, general interest and specialized magazines, and new multimedia journals. Writings of editorials and reviews of books, theater, music performance, film and broadcast media are also addressed.

COM 421
**Field Experience (3 cr. hrs.)**
Offered: Urbana
Prerequisite(s): Junior/senior standing.

A 120-480 clock hour field experience. Students will select placement in a potential career field such as public relations, journalism, or broadcasting. Students pursue the schedule of their placement agency. Three papers unifying theoretical concepts with actual business practice are required.

COM 425
**Feature Writing (3 cr. hrs.)**
Offered: Urbana
Prerequisite(s): COM 420.

A detailed consideration of process, technique, and application of theories and principles in various feature-writing situations for newspapers, magazines, and broadcast.

COM 460
**Feature Writing (3 cr. hrs.)**
Offered: Urbana
Prerequisite(s): COM 202, COM 260.

A hands-on laboratory course focusing on basic studio operations and production skills, including planning, crewing, directing, scriptwriting, and lighting.

COM 470
**Media Law (3 cr. hrs.)**
Offered: Urbana
Prerequisite(s): COM 202.

Principles of and case studies in laws regulating print and electronic media, constitutional guarantees, libel, privacy, copyright, privilege, and government regulatory agencies.

COMM 020
**College Reading Skills (2 cr. hrs.)**
Offered: Franklin and Urbana
Prerequisite(s): None.

This course is designed to provide reading instruction for those identified by the placement test as needing it. Through independent, small group, classroom and supplemental instruction provided through the Student Learning Center, students will develop the reading comprehension and speed needed for college-level courses. This course is graded on a Pass/No Credit basis and carries institutional credit but does not count toward degree requirements.

COMM 025
**College Study Skills & Orientation (2 cr. hrs.)**
Offered: Franklin and Urbana
Prerequisite(s): None.

This course is designed to provide reading instruction for those identified by the placement test as needing it. Through independent, small group, classroom and supplemental instruction provided through the Student Learning Center, students will develop the reading comprehension and speed needed for college-level courses. This course is graded on a Pass/No Credit basis and carries institutional credit but does not count toward degree requirements.

COMM 070
**Introduction to Web Presentation & Publishing (1 cr. hr.)**
Offered: Franklin
Prerequisite(s): None. Not open to students with credit for Computer Concepts (COMP 105) or to students with credit for Introduction to Presentational Software (COMP 107).

This course is an introduction to the use of Open Source Content Management Systems (CMS) for creating Web sites. It will provide students with the basic knowledge required to design, build, and maintain an informational Web site.

**COMM 150**
**Interpersonal Communication (4 cr. hrs.)**
Offered: Franklin and Urbana
Prerequisite(s): Basic Writing II (ENG 060) and Learning Strategies (PF 321). All students are required to pass this course, or Speech Communication (SPCH 100), prior to enrolling in any course at the 200 level or above.

By using applied critical and creative thinking, students in this course will develop a set of communication skills that will enhance their personal and professional relationships and endeavors. This course will focus on skill development in key areas such as self, perception, listening, verbal messages, conversations, relationships, conflict management, persuasion, and public speaking.

**COMM 205**
**Communication Design (1 cr. hr.)**
Offered: Franklin
Prerequisite(s): Basic Learning Strategies (PF 121) or Learning Strategies (PF 321).

This course orients students to effective communication through intelligent visual design. Students will gain insights about select communication theories and an overview of the discipline. Course assignments will provide hands-on learning opportunities, including creating a brochure and an event web-page or similar deliverable using current design software. Finished products from the course will be part of the student’s e-portfolio.

**COMM 305**
**Virtual Communication Strategies (2 cr. hrs.)**
Offered: Franklin
Prerequisite(s): College Writing (ENG 120) and Learning Strategies (PF 321). Not open to students with credit for PF 310.

This course covers the conceptual and technological components of building and managing collaborative communication environments. Analysis and application of theories to new collaborative technologies will be explored.

**COMM 315**
**Communication Ethics (4 cr. hrs.)**
Offered: Franklin
Prerequisite(s): College Writing (ENG 120) or its equivalent.

This course examines the strategies involved in effective, ethical communication in professional contexts. Students examine principles of ethical organizational communication and the temporal/cultural/social forces behind those principles, as well as apply reasoning and critical thinking in individual and group assignments. Comparing values and perspectives from diverse cultures, students will respond to cases in an intercultural professional environment.

**COMM 321**
**Organizational Communication (4 cr. hrs.)**
Offered: Franklin
Prerequisite(s): Research Writing: Exploring Professional Identities (ENG 220) or Business & Professional Writing (ENG 320). Not open to students with credit for ORGC 300 or ORGC 321.

The course examines the role of communication in organizations. Students will learn the major theories of organizational communication, identifying and defining primary concepts, and applying them to discussions of real-world situations. The role of technology, corporate culture, leadership, teamwork, ethics, and diversity in communication is examined. Effective communication in global organizations and critiques of organization communication systems and structures are also presented.

**COMM 335**
**Communication in Groups & Teams (4 cr. hrs.)**
Offered: Franklin
Prerequisite(s): Research & Writing for Academic & Professional Audiences (ENG 220) or Business & Professional Writing (ENG 320). Not open to students with credit for ORGC 335.

The course examines current theories and best practices of working collaboratively in professional contexts. Students apply these concepts to analyze their own work experience, generating strategies for how to improve their performance in work groups. Students will learn basic project management skills and work in online virtual teams to complete a final communication project.

**COMM 355**
**Introduction to Grant Writing for Non-Profits (4 cr. hrs.)**
Offered: Franklin
Prerequisite(s): College Writing (ENG 120). Not open to
students with credit for PF 355. This course will enable students to recognize when a grant might be appropriate as a source of funds for a non-profit organization or project, identify and understand non-profit status, adhere to conventions and standards associated with successful grant applications, locate grant opportunities, analyze grant requirements, prepare metrics for success, and develop a written grant proposal. This course will provide an opportunity for students to extend and apply their communication skills. Students pursuing this course will also leverage interdisciplinary insights to solve a real-world problem.

COMM 400
Intercultural Communication (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): Business & Professional Writing (ENG 320). Not open to students with credit for ORGC 400.
This course provides an overview of issues, processes, and theories involved with communicating with individuals from different cultures. Topics include thinking and communicating in global contexts and professional relationships in diverse environments.

COMM 410
Communications Internship (1-4 cr. hrs.)
Offered: Franklin
Prerequisite(s): Business & Professional Writing (ENG 320) and Speech Communication (SPCH 100) or Interpersonal Communication (COMM 150).
This course provides qualified students with an opportunity to receive academic credit for supervised professional training and experience in an actual work environment. This Internship is an ongoing seminar between the student, the faculty member and the employment supervisor. It involves an Internship Application and Learning Agreement, periodic meetings with the faculty representative, professional experience at a level equivalent to other senior-level courses and submission of material as established in the Internship Application and Learning Agreement. Participation cannot be guaranteed for all applicants.

COMM 480
Special Topics in Communications (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): Determined on a course-by-course basis and published online in the trimester Course Schedule.
This course allows students to examine significant topics and issues of current interest outside the regular Communications curriculum or to explore a communication issue more in-depth. A specific course description will be published online in the Course Schedule for the trimester the course is offered.

COMM 495
Communications Capstone (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): Completion of all other Major Area and Professional Core courses. Not open to students with credit for ORGC 495 or PBRL 495.
This course examines the strategies involved in planning and managing communication in professional contexts and the ways these strategies are informed by the integration of information provided by other key areas. Students examine principles of integrated applied communication, creating written and web-based communication products in class. Working in collaborative teams, students complete a project that demonstrates planning and managing communication for organizational goals. The course includes media production of communications for a client organization.

COMM 499
Independent Studies in Communications (1-4 cr. hrs.)
Offered: Franklin
Prerequisite(s): Minimum 2.00 cumulative GPA, at least 16 credit hours completed at Franklin, related coursework completed with minimum grade of “B” and permission of Program Chair.
Independent studies courses allow students in good academic standing to pursue learning in areas not covered by the regular curriculum or to extend study in areas presently taught. Study is under faculty supervision and graded on either a Pass/No Credit or a letter grade basis. (See “Independent Studies” for more details.)

COMPUTER SCIENCE

COMP 101
Problem Solving with Computing (2 cr. hrs.)
Offered: Franklin
Prerequisite(s): Fundamental Algebra (MATH 150). Many organizations today utilize computers and information systems to store, organize, analyze, and summarize data to solve problems. As a result, computing is a tool that can benefit students in many different fields. At the heart of solving problems with computers is the study of structured thinking using algorithms. This course is designed for students with no prior programming experience and teaches the building blocks of algorithms, including variables, expressions, selection and repetition structures,
functions and parameters, and array processing.

**COMP 111**  
*Introduction to Computer Science & Object-Oriented Programming (4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): College Algebra (MATH 160) and either COMP 101 or passing the programming aptitude and competency exam. Not open to students with credit for Computer Science I (COMP 110) except with the permission of the Program Chair.

This course provides an introduction to software construction using an object-oriented approach. The student learns and reflects on problem analysis, object-oriented design, implementation, and testing. To support the concepts and principles of software construction, the student will design, code, test, debug, and document programs using the Java programming language. Basic data types, control structures, methods, and classes are used as the building blocks for reusable software components. Automated unit testing, programming style, and industrial practice are emphasized in addition to the object-oriented techniques of abstraction, encapsulation, and composition.

**COMP 121**  
*Object-Oriented Data Structures & Algorithms I (4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Introduction to Computer Science & Object-Oriented Programming (COMP 111). Not open to students with credit for Computer Science II (COMP 120) except with the permission of the Program Chair.

This course continues the object-oriented approach to software construction. The student learns and reflects on advanced object-oriented techniques, algorithm efficiency, class hierarchies, and data structures. To support the concepts and principles of software construction, the student will design, code, test, debug, and document programs using the Java programming language. Design principles, I/O, exception handling, linear data structures (lists, stacks, and queues), and design patterns are emphasized in addition to the object-oriented techniques of inheritance and polymorphism.

**COMP 201**  
*Principles of Computer Organization (2 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Introduction to Computer Science & Object-Oriented Programming (COMP 111).

This course is one of four courses that holistically explore the structure of computational systems. This course deals with the nature of computer hardware. The course will cover the structure of current computer systems at the level of functional organization, representation of data and programs, the design of the memory hierarchy, and the design of the I/O system. The course will introduce basic assembly language.

**COMP 204**  
*Principles of Computer Networks (2 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Problem Solving with Computing (COMP 101) OR Introduction to Computer Science and Object-Oriented Programming (COMP 111) OR Principles of Programming (ITEC 136) OR any structured programming course.

This course serves as an introduction to the function, design, administration, and implementation of computer networks. Topics include network infrastructure, architecture, protocols, applications, and the OSI networking model.

**COMP 281**  
*Database Management Systems (4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Introduction to Databases (PF 108) or Introduction to Computer Science & Object-Oriented Programming (COMP 111) or Problem Solving with Computing (COMP 101) or Principles of Programming (ITEC 136). Not open to students with credit for COMP/ITEC/MIS 380 or to students with credit for ITEC/MIS 281.

This course covers fundamental concepts necessary for the design, use, implementation and administration of database systems. The course will stress the fundamentals of database modeling and design, the languages and facilities provided by database management systems, and some techniques for
implementing and administering database systems.

**COMP 294**  
*Computer Science Practicum I (2 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Object-Oriented Data Structures & Algorithms I (COMP 121).

This is the first practicum course in the Computer Science program. It provides experience in an on-going software development project. A student at this level will be given an assignment in a team similar to that of a new hire in industry. The software development project will require the student to apply industry best practices in completing an assignment for the project.

**COMP 311**  
*Object-Oriented Data Structures & Algorithms II (4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Object-Oriented Data Structures & Algorithms I (COMP 121) and Discrete Mathematics (MATH 320). Not open to students with credit for Algorithm Analysis (COMP 319).

This course is the third of four courses using the object-oriented approach to software construction. The student learns and reflects on non-linear data structures, recursive algorithms, algorithm efficiency, and design patterns. To support the concepts and principles of software construction, the student will design, code, test, debug, and document programs using the Java programming language. Implementation and analysis of sets, maps, balanced binary search trees, heaps, hashing and hash tables, graphs and graph algorithms, and efficient sorting algorithms are addressed.

**COMP 323**  
*Fundamentals of Operating Systems (4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Principles of Computer Organization (COMP 201) and Introduction to Computer Science & Object-Oriented Programming (COMP 111).

This course introduces the major topics of operating systems such as file systems, IO, virtual memory, and scheduling. The application of operating systems is shown in mobile and personal devices as well as in servers and large scale processing systems. In addition, the student is given an introduction to multi-process and threaded applications and the resultant need to apply synchronization to avoid deadlock.

**COMP 325**  
*Human Computer Interaction (4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Research Writing: Exploring Professional Identities (ENG 220).

This course covers a broad range of important topics within human computer interaction (HCI) and its implications for the design of interactive systems. By understanding the user’s viewpoint and technology’s effect on people, we can better plan for the selection, design, implementation, and use of technology so that the effects are positive rather than negative. The focus is on the design of interactive systems and human-computer interfaces. The course will cover the current literature and the knowns and unknowns about HCI and design. The design process is centered on the user and is based on a multidisciplinary approach through a synthesis of computer science, cognitive science, and psychology. HCI designers also use analytical and empirical techniques to assess, predict, and evaluate whether a design meets user requirements.

**COMP 394**  
*Computer Science Practicum II (2 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Computer Science Practicum I (COMP 294).  
Prerequisite or Co-requisite: Application Server Programming (COMP 321).

This is the second practicum course in the Computer Science program. It provides experience in an on-going software development project. A student at this level will be given an assignment in a team similar to that of an experienced team member or as a team leader in industry. The software development project will require the student to apply industry best practices in completing an assignment for the project.
**COMP 410**  
*Computer Science Internship (1-4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): None.  
This course provides qualified students with an opportunity to receive academic credit for supervised professional training and experience in an actual work environment. This Internship is an ongoing seminar between the student, the faculty member and the employment supervisor. It involves an Internship Application and Learning Agreement, periodic meetings with the faculty representative, professional experience at a level equivalent to other senior-level courses and submission of material as established in the Internship Application and Learning Agreement. Participation cannot be guaranteed for all applicants.

**COMP 461**  
*Enterprise Software Architecture (4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Application Server Programming (COMP 321). Not open to students with credit for WWW Application Development (COMP 361) or to students with credit for DCOM 461.  
This course reinforces and extends client-server programming concepts to enterprise applications. It introduces Enterprise Java Bean technologies such as JNDI, EJBs and EJB Containers. It explores the current use of XML and XSLT for data representation and communication. The course studies the application of patterns in the design of enterprise architectures. Finally, the course introduces emerging topics related to Web enterprise applications.

**COMP 480**  
*Special Topics in Computer Science (1-4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Determined on a course-by-course basis and published online in the trimester Course Schedule.  
A variable content classroom course in Computer Science in which students pursue topics or subjects of current interest that are not part of the regular curriculum. A specific course description will be published online in the Course Schedule for the trimester the course is offered.

**COMP 486**  
*Object-Oriented Analysis & Design (4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Object-Oriented Data Structures & Algorithms II (COMP 311) and Research Writing: Exploring Professional Identities (ENG 220). Not open to students with credit for Software Engineering I (COMP 395).  
This course studies the process of designing software systems both from the view of process and from the view of requirements, analysis and the synthesis of a viable software design. It builds on the concepts from the programming sequence to examine the aspects of good design practice.

**COMP 495**  
*Computer Science Practicum III/Capstone (4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Senior standing and Computer Science Practicum II (COMP 394).  
This is the third practicum course in the Computer Science program. It, like the first two practicum experiences, is an on-going software development project. A student at this level will be given an assignment at the most senior level, requiring planning and overall coordination tasks. Design tasks of extreme complication are also candidates for these students. In addition to the project work, the student will be given introspective assignments to help crystallize his or her overall experience of the program.

**COMP 499**  
*Independent Studies in Computer Science (1-4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Minimum 2.00 cumulative GPA, at least 16 credit hours completed at Franklin, related coursework completed with a minimum grade of “B,” and permission of Program Chair. Independent studies courses allow students in good academic standing to pursue learning in areas not covered by the regular curriculum or to extend study in areas presently taught. Study is under faculty supervision and graded on either a Pass/No Credit or a letter grade basis. (See “Independent Studies” for more details.)

**COMP 610**  
*Internship in Computer Science (1-4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Admittance into the Computer Science graduate program.  
This course provides MSCS students the opportunity to further their education with relevant work experience in the field of Computer Science. This internship is an ongoing seminar between the student, faculty and the employment supervisor. It involves a Learning Contract (Curricular Practical Training [CPT] Information, or other), periodic meetings with the faculty representative, and professional experience at a level equivalent to other electives of the MSCS program. Specification of the materials to be submitted is established in the learning contract. Participation cannot be guaranteed for all applicants.
COMP 620
Analysis of Algorithms (4 cr. hrs.)
Offered: Franklin and Urbana
Prerequisite(s): Object-Oriented Data Structures & Algorithms I (COMP 121) and Discrete Mathematics (MATH 320).
This course covers various algorithm design paradigms, mathematical analysis of algorithms, empirical analysis of algorithms and NP-completeness.

COMP 630
Issues in Database Management (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): None.
This course focuses on the fundamental design considerations in designing a database. Specific topics include performance analysis of design alternatives, system configuration and the administration of a popular database system. The course also offers an in-depth analysis of the algorithms and machine organizations of database systems.

COMP 645
Topics in Software Development (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): Object-Oriented Data Structures & Algorithms I (COMP 121).
This course surveys current practices in software development and software design, especially in the area of object-oriented design. The course will examine and contrast current and leading edge methodologies and practices, including agile, extreme programming, test-driven design, patterns, aspect-oriented programming, model-driven architecture, Unified Modeling Language, and integrated development environments.

COMP 650
System Architecture & Engineering (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): Topics in Software Development (COMP 645).
This course covers topics in software systems engineering. Its scope is the design of the overall architecture for software systems with emphasis on distributed architectures. The issues in an architecture centered software development cycle and project management are addressed.

COMP 655
Distributed Systems (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): Topics in Software Development (COMP 645).
This course introduces the design of distributed computing systems and distributed application programming. Major concepts of distributed systems covered include: transparency, heterogeneity, process communication, consistency, fault tolerance, and security. Students will also learn to develop a real-world distributed application as a RESTful Web-service on an application server.

COMP 660
Communication Strategies for the Technical Professional (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): None.
This course focuses on the problems, principles and techniques of communicating technical and scientific information. Types of communication addressed include: proposals, reports and manuals. The course uses a case-study approach to give students both the theoretical foundations and hands-on practice they need to work effectively in heterogeneous corporate groups.

COMP 665
Project Management of Information Systems (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): None.
This course examines various issues related to the management of information systems. Topics include: strategic planning, organizing the technology resources, means of prioritizing and selecting information technology, staffing, personnel management, and assessment.

COMP 670
Application of Artificial Intelligence (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): Admission into the graduate program or permission of the instructor.
This course focuses on the use of artificial intelligence tools and techniques in industry. Topics include cognitive psychology topics, foundation material (e.g., search algorithms, knowledge representation and AI languages) and tools (e.g., expert systems, natural language interfaces and neural networks).

COMP 671
Verification & Testing (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): Object-Oriented Data Structures & Algorithms I (COMP 121).
This course focuses on the issues of delivering high quality software, especially in large complex systems. Topics
covered include testing strategies (black box, white box, regression, etc.), unit testing, system integration, system verification and support tools. It also will reinforce the need for requirements that are testable and traceable from the early design stages.

**COMP 672**  
**Human Factors (4 cr. hrs.)**  
Offered: Franklin  
Prerequisite(s): None.  
This course provides a broad overview of human-computer interaction (HCI) as a sub-area of computer science and explores user-centered design approaches in information systems. Topics include user interface and software design strategies, user experience levels, interaction styles, usability engineering and assessment models.

**COMP 676**  
**Computer Security (4 cr. hrs.)**  
Offered: Franklin  
Prerequisite(s): Operating/Distributed Systems (COMP 655).  
This course covers the fundamentals of security in the networked environment. Included are coverage of risks and vulnerabilities, threat modeling and policy formation, controls and protection methods, encryption and authentication technologies, personnel and physical security issues, as well as ethical and legal issues.

**COMP 680**  
**Special Topics in Graduate Computer Science (4 cr. hrs.)**  
Offered: Franklin  
Prerequisite(s): Determined on a course-by-course basis and published in the trimester Course Schedule.  
A variable content course in an advanced topic in the field of computer science in which students may pursue current topics or subjects not found in the regular curriculum. A complete description will be published online in the Course Schedule for the trimester the course is offered. This course counts as an elective in the graduate program.

**COMP 691**  
**Capstone (4 cr. hrs.)**  
Offered: Franklin  
Prerequisite(s): Permission of Program Chair.  
This course, the final one in the Master of Science - Computer Science program, challenges students to research a current topic of interest in Computer Science and produce an original paper and presentation on the topic. In addition to the research paper, students are introduced to the economics of software development and the tools needed to estimate the cost of a software development project for management in a corporate environment. The last topic in the course is a discussion of ethics as it relates to Information Technology. Current topics in ethics will be discussed through the use of relevant case studies.

**COMP 699**  
**Independent Studies in Graduate Computer Science (1-4 cr. hrs.)**  
Offered: Franklin  
Prerequisite(s): Permission of Program Chair.  
Independent studies courses allow students in good academic standing to pursue learning in areas not covered by the regular curriculum or to extend study in areas presently taught. Study is under faculty supervision and graded on Pass/No Credit basis. For international students, curricular practiced training may be used as an independent study with approval of program chair. (See “Independent Studies” for more details.)

**COS 201**  
**Programming I (3 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): COS 101.  
An introduction to computer programming. Topics include but are not limited to decisions, loops, arrays, subroutines, functions, and file operations.

**COS 251**  
**Programming II (3 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): COS 201.  
A continuation of COS 201, Programming I. Computer programming with emphasis on methodology and algorithms. Topics studied may include, but are not limited to, multidimensional arrays, recursion, structured data types, and dynamic data structures.

**COS 370**  
**Systems Analysis and Design I (3 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): None.  
The first half of a two-semester course which provides broad coverage of Systems Analysis and Design (SAD) with emphasis on systems planning and requirements analysis. Introduces the methods and tools systems analysts use with particular emphasis on the structured analysis (SA0) methods for system modeling and modern object-oriented analysis (OOA) concepts.
**COS 375**  
*Systems Analysis and Design II (3 cr. hrs.)*  
*Offered: Urbana*  
Prerequisite(s): None.  
A continuation of COS 370. Provides detailed coverage of the Design and Implementation phases of the System Analysis and Design (SAD) process. Includes system level and component level design and implementation based on the analysis products generated from the Systems Analysis phase. Introduces computer-aided methodologies for accomplishing system implementation operations and support.

**COS 385**  
*Decision Support Systems (3 cr. hrs.)*  
*Offered: Urbana*  
Prerequisite(s): None.  
Examines the recent developments in information technology for managerial decision support. Includes topics in artificial intelligence, database management, expert systems, group decision support, machine learning methods and computer-supported coordination technology. Real-world cases of applying these information technologies to management information systems will be discussed.

**COS 390**  
*Decision Support Systems (3 cr. hrs.)*  
*Offered: Urbana*  
Prerequisite(s): COS 101.  
Introduction to Web-based multimedia concepts, terminology, media elements, planning and design, as well as the emerging software used to create and distribute interactive, Web-based multimedia content. Emphasis is on planning and designing the user interface; using scripts and programming the website content; and integrating Web-based technologies. Students will learn design principles and how to produce computer generated communications. Topics will include website development and web page design, as well as integration of dynamic content such as graphics, animation, video and sound.

**COS 392**  
*Systems Analysis and Design (3 cr. hrs.)*  
*Offered: Urbana*  
Prerequisite(s): COS 380.  
This course is designed to provide an understanding of the Systems Development Life Cycle (SDLC), tools and methods. The course is centered on evaluating existing business processed and choosing a system development methodology to improve upon it. Emphasis will be on analyzing, modeling and designing processes that improve business processes through the development of information technology. It will also emphasize the factors for effective communication and integration with users and user systems. It encourages interpersonal skill development with clients, end-users, team members and others associated with development, operation and maintenance of systems.

**CRIMINAL JUSTICE ADMINISTRATION (CJAD or CMJ)**

**CJAD 210**  
*Introduction to Criminal Justice Administration*  
*Offered: Franklin and Urbana*  
(4 cr. hrs.) Prerequisite(s): None.  
This is an introductory course designed to expose students to the various Major elements of the criminal justice system (police, courts, and corrections). Students will learn about the ways in which the various systems interact, the processing of offenders, the various forms of punishment and the alternatives to punishment. The future of the criminal justice system will also be discussed.

**CJAD 240**  
*Introduction to Criminology (4 cr. hrs.)*  
*Offered: Franklin and Urbana*  
Prerequisite(s): None.  
This course will focus on theories of crime and types of offending. Topics related the causation, control and prevention of criminal behavior will be addressed in this course.

**CJAD 310**  
*Courts & Criminal Procedure (4 cr. hrs.)*  
*Offered: Franklin and Urbana*  
Prerequisite(s): Completion of all Professional Core courses.  
This course addresses the requirements for processing criminal offenders through the court system. Topics include structure of the court system in the U.S., evidentiary standards, constitutional protections, the role and importance of case law, and the role of the prosecutor and defense attorney in the courts.

**CJAD 315**  
*Policing in America (4 cr. hrs.)*  
*Offered: Franklin and Urbana*  
Prerequisite(s): Completion of all Professional Core courses.  
This course will provide the student with an overview of the philosophy and history of policing in America. Students will learn about personnel and management issues related to
policing. Students will also be exposed to topics including police discretion, police use of force, civil liability, police culture, and the impact of the war on terrorism on police operations and practices.

**CJAD 320**  
** Corrections in America (4 cr. hrs.)**  
**Offered: Franklin and Urbana**  
Prerequisite(s): Completion of all Professional Core courses.  
This course considers contemporary corrections in America. This course will include a review of recent corrections-related research and a discussion of the role corrections plays in the criminal justice system. Topics covered will include a historical overview of corrections in America, alternatives to incarceration, types and functions of various prison systems in corrections, and various categories of inmates within the corrections system.

**CJAD 330**  
** Juvenile Justice & Delinquency (4 cr. hrs.)**  
**Offered: Franklin and Urbana**  
Prerequisite(s): Completion of all Professional Core courses.  
This course will address the history of the U.S. juvenile justice system and the nature and extent of youth crime. It will focus on the correlates and theoretical perspectives used to explain juvenile delinquency all within a framework of current research and strategies used to prevent, treat, and control youth crime. Students will analyze and apply these concepts to the structure within which juveniles are taken into custody, treated, processed, rehabilitated or punished in an integrated and collaborative environment. Finally, students will examine basic criminal justice research methods and the role of science and inquiry in criminal justice.

**CJAD 340**  
** Evidence Based Practice & Research Methods in the Criminal Justice Professions (4 cr. hrs.)**  
**Offered: Franklin and Urbana**  
Prerequisite(s): None.  
This innovative approach to research describes best practices and data driven solutions in criminal justice research including quantitative, qualitative, and program evaluation research. Students will be good consumers of research and will have the fundamental knowledge necessary to evaluate research studies, evaluate their value toward their field of interest, and evaluate their usefulness for making sound decisions in the field.

**CJAD 360**  
** Introduction to Terrorism & Intelligence Analysis**  
**Offered: Franklin and Urbana**  
Prerequisite(s): Corrections in America (CJAD 320) and

This course examines intelligence analysis and its indispensable relationship to the management of terrorist attacks, man-made disasters and natural disasters. It also explores vulnerabilities of our national defense and private sectors, as well as the threats posed to these institutions by terrorists. Students will discuss substantive issues regarding intelligence support of homeland security measures implemented by the United States and explore how the intelligence community operates.

**CJAD 410**  
** Criminal Justice Administration Internship (1-4 cr. hrs.)**  
**Offered: Franklin and Urbana**  
Prerequisite(s): Completion of Professional Core courses and approval of the Program Chair.  
This course provides qualified students with an opportunity to receive academic credit for supervised professional training and work experience in a public or nonprofit organization or participation in approved professional organizations or associations. The Internship is an ongoing seminar between the student, the faculty member and the Internship supervisor. During the Internship students must meet periodically with the faculty representative, obtain professional experience at a level equivalent to other senior level courses, and submit materials as required in the Internship Application and Learning Agreement. Students seeking to obtain credit for an internship experience must follow the University policies and guidelines for Internships outlined in the Academic Bulletin. Participation cannot be guaranteed for all applicants.

**CJAD 415**  
** Contemporary Policing Strategies & Issues (4 cr. hrs.)**  
**Offered: Franklin and Urbana**  
Prerequisite(s): Completion of all Professional Core courses.  
Students will review contemporary policing strategies to include: Community policing, Problem Oriented Policing and other strategies related to crime prevention and crime reduction. Students will also be exposed to current issues related to both the internal and external environments of police agencies. Issues related to police deviance and ethical issues will also be addressed.

**CJAD 425**  
** Probation & Parole (4 cr. hrs.)**  
**Offered: Franklin and Urbana**  
Prerequisite(s): Corrections in America (CJAD 320) and
CJAD 430
Juvenile Corrections (4 cr. hrs.)
Offered: Franklin and Urbana
Prerequisite(s): Juvenile Justice & Delinquency (CJAD 330) and completion of all Professional Core courses.
This course will present students with an introduction and history of juvenile corrections. More in-depth coverage will focus on contemporary sentencing and correctional strategies including alternative sanctions. Students will be exposed to treatment and rehabilitative programmatic trends both inside and outside secure institutions. Additional topics will include correctional staff training, risk assessment, and evaluative studies both quantitative and qualitative.

CJAD 440
Sociology of Deviant Behavior (4 cr. hrs.)
Offered: Franklin and Urbana
Prerequisite(s): Completion of all Professional Core courses.
Students will become familiar with the various theories of deviant behavior and discuss deviance in terms of both criminal and non-criminal behavior. Topics covered in this course will include types of deviance, deviance and crime, stigma, physical disabilities, mental disorders, and recent forms of deviance.

CJAD 445
Victimology (3 cr. hrs.)
Offered: Franklin and Urbana
Prerequisite(s): Completion of all Professional Core courses.
This course is a seminar/survey course in violent victimization in the United States. Emphasis is placed upon the impact of these victimizations upon the victims and society. In addition, the response of the criminal justice system and of society to these victimizations will be explored. Theories of crime prevention and victimization will be discussed throughout the semester to encourage students to analytically consider the factors which cause victimization, and which factors can possibly prevent victimizations from occurring. As a culminating event, a panel of crime victims will share their stories with students, including what the criminal justice system can do to improve its response to crime victims. This is a 500 level graduate course, in which qualifying undergraduate students may enroll if they meet the pre-requisites.

CJAD 450
Criminal Justice Management & Administration (4 cr. hrs.)
Offered: Franklin and Urbana
Prerequisite(s): Completion of all Professional Core courses.
This course will examine the basic concepts of management and administration as applied to agencies in the criminal justice system. Emphasis will be placed on issues related to the effective management and administration of criminal justice agencies. Topics covered will include environmental influence; conflict, power, and ethical issues; motivation, leadership, and communication. The concept of the service quality approach will also be considered.

CJAD 455
Ethics in the Criminal Justice System (4 cr. hrs.)
Offered: Franklin and Urbana
Prerequisite(s): Completion of all Professional Core courses.
This course will address the topics of ethical and moral values as they pertain to the criminal justice system. Topics covered will include ethics and the police, racial discrimination in the criminal justice system, the purpose of punishment, ethics in corrections, and the ethics of criminal justice policy making.

CJAD 480
Special Topics in Criminal Justice Administration (1-4 cr. hrs.)
Offered: Franklin and Urbana
Prerequisite(s): Completion of all Professional Core courses.
A variable content classroom course in Criminal Justice Administration in which students pursue topics or subjects of current interest that are not part of the regular curriculum. A specific course description will be published online in the Course Schedule for the trimester the course is offered.

CJAD 495
Criminal Justice Administration Capstone (4 cr. hrs.)
Offered: Franklin and Urbana
Prerequisite(s): Completion of all Professional Core and required Major Area courses.

The Criminal Justice Capstone will be the final course completed by students in the Criminal Justice Program. The capstone course will include a practicum that will allow students to apply the theories, principles and knowledge obtained throughout the criminal justice program to a real-life problem or project in a criminal justice agency. For students who may not be associated with a criminal justice agency; an alternative to the practicum will be a research project that identifies and examines a current criminal justice issue or problem. Students will complete a research paper with recommendations for addressing the identified problem. The recommendations will be based on the theories, principles and knowledge obtained throughout the criminal justice program.

CJAD 499
Independent Studies in Criminal Justice Administration (1-4 cr. hrs.)
Offered: Franklin and Urbana
Prerequisite(s): Junior Standing, completion of all Major Area required courses, and approval of the Program Chair.

Independent course studies allow students in good academic standing to pursue learning in areas not covered by the regular curriculum or to extend study in areas presently taught. Study is under faculty supervision and graded on either a Pass/No Credit or a letter grade basis. (See “Independent Studies” for more details.)

CJAD 700
Effective Administration of Justice (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): Admission into the Master of Public Administration program or the Criminal Justice Leadership certificate program.

Applying strategic decision making strategies, students will analyze the structures, practices, and performance of organizations in the administration of justice, including courts, law enforcement, and corrections, both not-for-profit and for-profit. Applied perspectives in ethical leadership functions that respond to organizational problems and objectives through best-practices will also be addressed. Additional topics will include program planning, implementation, and evaluation.

CJAD 710
Adult & Juvenile Systems of Justice (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): Admission into the Master of Public Administration program or the Criminal Justice Leadership certificate program.

Students will analyze complex and multi-systemic adult and juvenile systems of justice and social control mechanisms on both a micro and macro level. Attention will be given to innovative initiatives and best-practices from across the nation with a view toward positive social change. Technology for effective cross-system collaboration will also be addressed, as will the role of constitutional protections and constraints on arrest, prosecution, conviction, and incarceration.

CJAD 720
Criminology Theory & Solutions to Crime (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): Admission into the Master of Public Administration program or the Criminal Justice Leadership certificate program.

Students will evaluate contemporary criminology theories and apply them to formulate prevention, treatment, and crime control models, within a framework of cultural diversity. Crime data relationships and patterns will also be integrated with biological, psychological, and sociological theories of criminal behavior in a critical evaluation of contemporary criminological theories. Policy formation and implementation will also be addressed.

CJAD 730
Adult & Juvenile Penology (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): None.

Students evaluate contemporary prison and punishment models and theories of punishment. Students compare and contrast prison systems and develop solutions to penology challenges, such as overcrowding and the detrimental impacts of prison life. Finally, students analyze penal administration and accountability.

CJAD 740
Strategic Policing & Contemporary Crime Control Strategies (4 cr. hrs.) Prerequisite(s): None.
Offered: Franklin

Students will learn how policing strategies are developed, tested, implemented and evaluated in a democratic society. Evidence-based practice will be explored against innovative policing tactics and the evolving policy and political dynamic at play. Students will learn how policy issues are framed, identify participants in the policy process, and discover how policy is created. Students will examine the usefulness and strategic implications of COMPSTAT, community policing, intelligence led policing, and
transnational cybercrime.

**CJAD 760**  
*Miscarriages of Justice: The Death Penalty & Beyond (4 cr. hrs.)*  
**Offered: Franklin**  
Prerequisite(s): Effective Administration of Justice (CJAD 700).

The course introduces students to the magnitude, complexities, and causes of miscarriages of justice within the U.S. criminal justice system. Students examine individual and systemic injustices and analyze the human and financial costs associated with them. Students develop feasible solutions to mitigate miscarriages of justice, taking into account American political, cultural, and legal frameworks.

**CMJ 325**  
*Victimology (3 cr. hrs.)*  
**Offered: Urbana**  
Prerequisite(s): Graduate students: None. Undergraduate students: Junior/senior status with 3.0 GPA.

This course is a seminar/survey course in violent victimization in the United States. Emphasis is placed upon the impact of these victimizations upon the victims and society. In addition, the response of the criminal justice system and of society to these victimizations will be explored. Theories of crime prevention and victimization will be discussed throughout the semester to encourage students to analytically consider the factors which cause victimization, and which factors can possibly prevent victimizations from occurring. As a culminating event, a panel of crime victims will share their stories with students, including what the criminal justice system can do to improve its response to crime victims. This is a 500 level graduate course, in which qualifying undergraduate students may enroll if they meet the pre-requisites.

**CMJ 420**  
*Sociology and Psychology of Law Enforcement (3 cr. hrs.)*  
**Offered: Urbana**  
Prerequisite(s): CMJ 299.

The unique social role of law enforcement personnel is analyzed from a structural/functional perspective. Special social problems of law enforcement personnel growing out of this role are considered. Practical psychological concepts of special interest to law enforcement personnel are also included. Crisis intervention, collective behavior, and behavior under stress are studied.

**CMJ 421**  
*Field Experience I (1 cr. hrs.)*  
**Offered: Urbana**  
Prerequisite(s): Senior standing.

The purpose of the criminal justice field experience is to provide students with the opportunity to critically examine the correlation of theory and classroom knowledge to criminal justice practice. The field experience serves to prepare the student to qualify for entry level positions in law enforcement, corrections, the criminal justice system, social service agencies, and/or graduate school. Students will select placement with a criminal justice entity approved by faculty overseeing the field experience. The faculty member will communicate regularly with the student's site supervisor. Students follow the schedule and protocols of the placement agency. Specific information regarding field experience is available from the Office of the College of Health & Public Administration. Prerequisite: senior standing.

**CMJ 422**  
*Field Experience II (5 cr. hrs.)*  
**Offered: Urbana**  
Prerequisite(s): Senior standing and CMJ 421.

This course is a continuation of the learning process initiated in CMJ 421. Special emphasis is placed on a more specific shaping of student skills, the development of a high level of professionalism, and facilitation of the student's eventual career/educational choice. Students will select placement with a criminal justice entity approved by faculty overseeing the field experience. The faculty member will communicate regularly with the student's site supervisor. Students follow the schedule and protocols of the placement agency. Students will have the opportunity to participate in research projects with regional criminal justice entities, as available, or explore the theoretical underpinnings of an issue specific to the field experience site. Students work 40 clock hours in the field for each one hour of academic credit. Specific information regarding field experience is available from the Office of the College of Health & Public Administration.

**Cybersecurity**

**ISEC 300**  
*Principles of Information Security (4 cr. hrs.)*  
**Offered: Franklin**
Prerequisite(s): Information Systems Architecture & Technology (MIS 310), Technical Communication (MIS 320), and Introduction to Ethical Analysis & Reasoning (HUMN 211).

In a highly connected, data intensive, and cost-focused business environment, the practice of information security not a business advantage; it is a customer requirement. Viruses, malware, trojans, denial of service attacks, phishing, and even Wiki leaks have become headline news. Failure to insure the confidentiality, integrity, and availability of data costs companies millions, if not billions of dollars in legal settlements, lost business, and trade secrets. In this breadth-based course, you will get an overview of information security principles and practices, including security models, risk management, access controls, intrusion detection and prevention, cryptography, software vulnerabilities, and ethical issues. Subsequent courses expand on this foundational material in much greater depth.

**ISEC 325**  
**Network Security (4 cr. hrs.)**  
Offered: Franklin  
Prerequisite(s): Principles of Computer Networks (COMP 204) and Principles of Information Security (ISEC 300).

Networks are the major point of entry to most computer systems. Preventing unwanted intrusion, use, abuse, or flooding of communications channels is a high priority to organizations trying to protect their assets. Network security is about preserving the appropriate use of network resources while preventing disallowed use. In this course, you will learn how to employ firewalls, VPNs, and stateful packet inspection techniques to harden computer networks. Topics include packet filtering, intrusion detection and prevention, ingress and egress rules, monitoring, network access controls, authentication, authorization, and auditing.

**ISEC 350**  
**Risk Management & Compliance (4 cr. hrs.)**  
Offered: Franklin  
Prerequisite(s): Statistical Concepts (MATH 215) and Principles of Information Security (ISEC 300).

Proper assessment, management, and mitigation of risk are essential to any information security strategy. Risks aren’t just related to IT assets, but to the overall business that the IT organization is supporting, thus, business continuity planning and impact analysis is also important. In this course, you will learn how to identify and analyze risks, determine impacts, and develop plans to mitigate issues. Topics include threats, vulnerabilities, exploits, and countermeasures; US compliance laws; risk assessment and mitigation; business impact analysis; and business continuity and disaster recovery planning.

**ISEC 400**  
**Application Security (4 cr. hrs.)**  
Offered: Franklin  
Prerequisite(s): Web Information Systems Programming (WEBD 236) or Application Server Programming (COMP 321) and Principles of Information Security (ISEC 300).

Software vulnerabilities, especially those that compromise personal or financial data, are appalling common. Nearly every major software company has needed to deal with the fallout of a major incident due to vulnerabilities in their products. Writing correct - let alone secure - software is very difficult. Yet users and executives expect it. In this course, you will learn about the typical development mistakes that lead to application-level security issues as well as how to defend against them. Students will explore the Open Web Application Security Project (OWASP) top 10 security vulnerabilities. Topics include unchecked user input, injection, fuzzing, CSRF, XSS, cryptography, CAPTCHA, configuration errors, authentication, and authorization.

**ISEC 410**  
**Information Security Internship (1-4 cr. hrs.)**  
Offered: Franklin  
Prerequisite(s): None.

This course provides qualified students with an opportunity to receive academic credit for supervised professional training and experience in an actual work environment. This Internship is an ongoing seminar between the student, the faculty member and the employment supervisor. It involves an Internship Application and Learning Agreement, periodic meetings with the faculty representative, professional experience at a level equivalent to other senior-level courses and submission of material as established in the Internship Application and Learning Agreement. Participation cannot be guaranteed for all applicants.

**ISEC 425**  
**Business Continuity & Operations Security (4 cr. hrs.)**  
Offered: Franklin  
Prerequisite(s): Statistical Concepts (MATH 215), UNIX Administration (ITEC 400), and Principles of Information Security (ISEC 300).

The availability and integrity of systems constitutes two of the three areas of information security. Yet systems can fail in these two critical ways without intrusions, attacks, malicious code, social engineering, or any other external influence. Hardware fails; software has bugs; human beings make mistakes. These and many more factors influence the
design and implementation of high availability systems that maintain business continuity in light of outages. In this course, you will learn how to design and implement high availability systems that minimize economic impact during minor and major outages. Topics include high availability architecture; layered system design; storage redundancy; failover, load balancing, and virtualization clusters; and disaster recovery systems.

**ISEC 450**  
*Security Architecture & Controls (4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Principles of Information Security (ISEC 300).

Just as an architect designs and oversees the construction of buildings, a security architect designs and oversees the construction and maintenance of overall security strategy. This strategy consists of a balanced blend of business needs, security policy, industry and regulatory standards, technology and educational solutions used to implement secure, resilient, reliable and available information systems. In this course, you will learn how to connect business requirements to security performance targets by using a methodical systems-analysis based approach. Topics include systems engineering, architecture layers, security policies, security administration, and return on investment.

**ISEC 480**  
*Special Topics in Information Security (1-4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Determined on a course-by-course basis and published online in the trimester Course Schedule.

A variable content classroom course in Information Security in which students pursue topics or subjects of current interest that are not part of the regular curriculum. A specific course description will be published online in the Course Schedule for the trimester the course is offered.

**ISEC 495**  
*Information Security Capstone (4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Network Security (ISEC 325), Risk Management & Compliance (ISEC 350), Application Security (ISEC 400), Business Continuity & Operations Security (ISEC 425), and Security Architecture & Controls (ISEC 450).

The Information Security Capstone course encourages teamwork in small groups on a substantial project. The intent of this course is to provide a capstone experience that integrates the material contained in courses required of the information security major. It also provides an opportunity for students to recognize and evaluate the interrelationship of their general education courses with the courses taken for their information security major. The major areas of the program are reviewed and assessed via standardized exams. Students will also culminate their experiences with an overview of the evolution of computer systems and a look at the near-term future.

**ISEC 499**  
*Independent Studies in Information Security (1-4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Minimum 2.00 cumulative GPA, at least 16 credit hours completed at Franklin, related coursework completed with a minimum grade of “B” and permission of the Program Chair.

Independent studies courses allow students in good academic standing to pursue learning in areas not covered by the regular curriculum or to extend study in areas presently taught. Study is under faculty supervision and graded on either a Pass/No Credit or a letter grade basis (See “Independent Studies” for more details).

**ECONOMICS**

**ECON 210**  
*Introduction to Microeconomics (4 cr. hrs.)*  
Offered: Franklin and Urbana  
Prerequisite(s): College Writing (ENG 120) or equivalent writing course.

An introduction to economic theory involving the examination of how decision making by firms and individuals is shaped by economic forces. Emphasis is placed on demand, supply, market equilibrium analysis, and basic market structure models. The invisible hand as the driving force for economic decisions as well as market externalities are discussed. The class concentrates on providing a balanced approach to studying economic agents’ behavior and the global implications and outcomes.

**ECON 220**  
*Introduction to Macroeconomics (4 cr. hrs.)*  
Offered: Franklin and Urbana  
Prerequisite(s): College Writing (ENG 120) or equivalent writing course.

An introduction to economic theory involving the basic underlying causes and principles of the operation of an economic system. Emphasis is placed on studying the economy as a whole. Issues of inflation, unemployment, taxation, business cycles and growth are discussed in the context of the global economic system.

**ECON 321**
Intermediate Microeconomics (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): Introduction to Microeconomics (ECON 210), Introduction to Macroeconomics (ECON 220), and Fundamental Algebra (MATH 150).
This course provides a further examination of profit maximizing strategies by firms and individuals. Evaluation of consumer behavior, firms’ production decisions, and market power are at the core of the analysis. Special attention is given to the asymmetric information considerations, game theory, and externalities.

ECON 322
Intermediate Macroeconomics (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): Introduction to Microeconomics (ECON 210), Introduction to Macroeconomics (ECON 220), and Fundamental Algebra (MATH 150).
This course examines the differences between the economy in the short run and in the long run. A number of macroeconomic models are considered, and the results are used to conduct macroeconomic policy discussion on stabilization policies and government debt.

ECON 340
Money, Banking & Financial Markets (4 cr. hrs.)
Offered: Franklin and Urbana
Prerequisite(s): Introduction to Microeconomics (ECON 210), Introduction to Macroeconomics (ECON 220), and Principles of Finance (FINA 201 or 301). Not open to students with credit for FINA 340.
This course provides an overview of the financial system. The roles of money, financial intermediaries, financial markets, and central banks are discussed in the context of global economy.

ECON 410
Economics Internship (1-4 cr. hrs.)
Offered: Franklin and Urbana
Prerequisite(s): None.
This course provides qualified students with the opportunity to receive academic credit for supervised professional training and experience in an actual work environment, or for participation in the Students In Free Enterprise (SIFE). Internship involves a Learning Contract, outlining the student’s responsibilities and expectations. Contact with the faculty representative is required. Participation cannot be guaranteed for all applicants.

ECON 420
Forecasting (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): Introduction to Microeconomics (ECON 210), Introduction to Macroeconomics (ECON 220), Fundamental Algebra (MATH 150), and Statistical Concepts (MATH 215).
This course provides a hands-on experience for creating working econometric models to forecast business activities, including revenues, costs, and profits. Trends, seasonal and cyclical fluctuations, as well as error term dynamics, are analyzed.

ECON 450
History of Economic Thought (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): None.
This course provides a broad introduction to the development of economic thought through time. The ideas and concepts are considered in their historical perspective. Contributions by leading economists, emergence of a variety of schools of economic thought, their relevance to the current economic problems constitute the core of the analysis.

ECON 480
Special Topics in Economics (1-4 cr. hrs.)
Offered: Franklin
Prerequisite(s): Determined on a course-by-course basis and published online in the trimester Course Schedule.
A variable content classroom course in Economics in which students pursue topics or subjects of current interest that are not part of the regular curriculum. A specific course description will be published online in the Course Schedule for the trimester the course is offered.

ECON 495
Sustainable Economic Growth (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): Completion of all required and elective Major Area courses, or permission of the Program Chair.
This course serves as a summary of the theoretical perspectives and techniques’ application for developing a cohesive model of a sustainable economy. Factors affecting economic growth are discussed. Issues related to depleting resources, role of innovation, and ways for sustainable development are at the core of the analysis. The roles of government and inter-government institutions are evaluated. The final project introduces an idea for an increased sustainability effort and is expected to provide a
measurable impact.

ECON 499
Independent Studies in Economics (1-4 cr. hrs.)
Offered: Franklin
Prerequisite(s): Minimum 2.00 cumulative GPA, at least 16 credit hours completed at Franklin, related coursework completed with minimum grade of “B” and permission of Program Chair.

Independent studies courses allow students in good academic standing to pursue learning in areas not covered by the regular curriculum or to extend study in areas presently taught. Study is under faculty supervision and graded on either a Pass/No Credit or a letter grade basis. (See “Independent Studies” for more details.)

EDUCATION POST BACCALAUREATE

EDP 203
Introduction to Special Education (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): Admission to the post baccalaureate program.

This course is designed for non-traditional students with a bachelor’s degree who are seeking the Resident Educator Mild/Moderate Intervention Specialist License. This course focuses on the many different roles that an intervention specialist might take on depending upon the service delivery options specified in individual education plans. There is a great deal of focus on the importance of collaboration with other teachers, educational specialists, parents, and other members of the IEP team. Students will be provided with opportunities to explore the many roles that an intervention specialist must assume as well as guidance on developing resource networks.

EDP 220
Principles of Early Childhood Education (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): Admission to the post baccalaureate program.

This course is designed for non-traditional students with a bachelor's degree who are seeking the Resident Educator Early Childhood Licensure. The course is meant to be a survey course that focuses on the foundations of education in the United States, educational philosophy guiding the structure of education in the United States, and how the history and philosophy interact with the stated purposes of education and the needs of society with respect to the unique characteristics of early childhood learners. The organization of the CCSS and the Ohio Academic content standards appropriate for pre-school through grade three are discussed.

EDP 225
Principles of Middle Childhood Education (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): Admission to the post baccalaureate program.

This course is designed for non-traditional students with a bachelor’s degree who are seeking the Resident Educator Middle Childhood Licensure. The course is meant to be a survey course that focuses on the foundations of education in the United States, educational philosophy guiding the structure of education in the United States, and how the history and philosophy interact with the stated purposes of education and the needs of society with respect to the unique characteristics of middle childhood learners. The organization of the CCSS and the Ohio Academic content standards appropriate for grades four through nine are discussed. The students are introduced to the National Middle School Association Standards and the Interstate New Teachers Assessment & Support Consortium standards.

EDP 228
Principles of Adolescence to Young Adult Education (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): Admission to the post baccalaureate program.

This course is designed for non-traditional students with a bachelor’s degree who are seeking the Resident Educator Adolescence to Young Adult Education License. The course is meant to be a survey course that focuses on the foundations of education in the United States, educational philosophy guiding the structure of education in the United States, and how the history and philosophy interact with the stated purposes of education and the needs of society with respect to the unique characteristics of adolescent and young adult learners including family concerns, school organizational structures, and research proven instructional techniques. The organization of the CCSS and the Ohio Academic content standards appropriate for grades four through nine are discussed. The students are introduced to the Interstate New Teachers Assessment & Support Consortium standards and the content specific association standards.

EDP 401
Education in a Diverse Society (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): None.

This course explores the profession of education and examines the state, federal, and institutional standards that guide the profession. Students will examine the psychological, sociological, and philosophical foundations of education as they relate to learning. Topics of discussion and analysis include the development of individual differences; atmosphere of respect; understanding students’ needs grouping, education of minorities; how the teacher creates instructional opportunities that are equitable and adaptable to diverse learners; exploring the components of individual and group motivation and behavior to create a learning environment that encourages positive social interaction, active engagement in learning, and self-motivation.

EDP 403
Nature and Needs of Mild/Moderate Students (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): None.

This course provides students the opportunity to develop an understanding of the philosophical, historical, and legal foundations of special education as well as an understanding of the characteristics of learners who have special needs; explore and define the concepts of special education in schools and society; acquire knowledge about the legal and procedural aspects of special education, and develop an understanding and respect for individual needs and diversity. Students relate multicultural issues, beliefs, and practices to the needs of the student with mild/moderate disabilities, explore crisis intervention/prevention models and strategies, and examine conflict resolution. This course presents students with the opportunity to develop an understanding of the issues relating to developing and encouraging positive social interaction skills, issues relating to the diverse emotional needs of students with mild/moderate disabilities, and issues relating to student behavior.

EDP 405
Growth and Development (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): None.

This course provides students the opportunity to develop an understanding of the theories of cognition, intelligence, and learning, especially as it relates to identifying children with special needs. A developmental perspective will be utilized in the examination of the biological, social, psychological, and cultural influences on growth and change during childhood and adolescence. Students begin the process of relating the theories to instruction and assessment processes.

EDP 421
Child/Adolescent Literature (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): None.

This course explores literature for the early and middle childhood aged student with an emphasis on standards for selection of materials with reference to the interests, needs, and abilities of children at the different levels within these ranges of ages. Attention is given to books and their uses in all subject matters. Special emphasis is placed on activities that will motivate early and middle childhood students to read. The goal of creating life-long readers is stressed.

EDP 425
Early Childhood Curriculum, Instruction and Assessment (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): None.

This course is required for prospective teachers seeking the Resident Early Childhood License. The course examines all aspects of instructional planning and examines the common strategies teachers employ to conduct their lessons as well as elements of measurement and assessment that are essential to effective teaching. It assumes students have a deep understanding of the content they will teach and an extensive understanding and appreciation of the students with whom they will work. The overriding purpose of the course resides in the transformation of content and behavioral objectives into sequences of instructional activities that make them accessible to students and the central role assessment plays in the instructional process as teachers construct and utilize various types of assessment to provide valid measures of learning outcomes.

EDP 426
Intervention Specialist Curriculum, Instruction and Assessment (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): None.

This course is required for prospective teachers seeking the Resident Intervention Specialist License. The course examines all aspects of instructional planning and examines the common strategies teachers employ to conduct their lessons as well as elements of measurement and assessment that are essential to effective teaching. It assumes students have a deep understanding of the content they will teach and an extensive understanding and appreciation of the
students with whom they will work. The overriding purpose of the course resides in the transformation of content and behavioral objectives into sequences of instructional activities that make them accessible to students and the central role assessment plays in the instructional process as teachers construct and utilize various types of assessment to provide valid measures of learning outcomes.

**EDP 427**
*Middle Childhood Curriculum, Instruction and Assessment (3 cr. hrs.)*
*Offered: Urbana*
Prerequisite(s): None.

This course is required for prospective teachers seeking the Resident Middle Childhood License. The course examines all aspects of instructional planning and examines the common strategies teachers employ to conduct their lessons as well as elements of measurement and assessment that are essential to effective teaching. It assumes students have a deep understanding of the content they will teach and an extensive understanding and appreciation of the students with whom they will work. The overriding purpose of the course resides in the transformation of content and behavioral objectives into sequences of instructional activities that make them accessible to students and the central role assessment plays in the instructional process as teachers construct and utilize various types of assessment to provide valid measures of learning outcomes.

**EDP 428**
*Adolescence to Young Adult Curriculum (3 cr. hrs.)*
*Offered: Urbana*
Prerequisite(s): None.

This course is required for prospective teachers seeking the Resident Adolescence to Young Adult License. The course examines all aspects of instructional planning and examines the common strategies teachers employ to conduct their lessons as well as elements of measurement and assessment that are essential to effective teaching. It assumes students have a deep understanding of the content they will teach and an extensive understanding and appreciation of the students with whom they will work. The overriding purpose of the course resides in the transformation of content and behavioral objectives into sequences of instructional activities that make them accessible to students and the central role assessment plays in the instructional process as teachers construct and utilize various types of assessment to provide valid measures of learning outcomes.

**EDP 429**
*Research/Data Management and Evaluation (3 cr. hrs.)*
*Offered: Urbana*
Prerequisite(s): None.

This course introduces student to action research methods and procedures as they relate to seeking solutions to instructional problems within the field of education. Research techniques, the analysis of research results, and the uses of research are explored. Students will also explore how to use data to influence classroom decisions, guide and improve teaching skills, and tailor instruction to individual learning needs. This course will also make the connection between constructive evaluation skills such as constructive feedback; helping student monitor their own progress; influence students' continuing motivation; and perceptions of self-efficacy as learners and their positive effect on student learning.

**EDP 441**
*Instructional Strategies for Intervention (3 cr. hrs.)*
*Offered: Urbana*
Prerequisite(s): None.

This course provides students the opportunity to focus in on planning, executing, and evaluating best practices in the instructional process; describe and define characteristics of learners with disabilities, and access, diagnose, and evaluate students with disabilities; determine and write goals, long term objectives, and teaching objectives; and survey and determine appropriate educational settings. Students will demonstrate skills in conducting professional activities; use, score, modify, and adapt assessment instruments; access information, gathers data, evaluates results, and determines service delivery options; develop skills in interpreting assessment data to plan instructional methods, and in developing and selecting instructional content, materials, resources, strategies, and technology as they relate to the education of students with disabilities.

**EDP 471**
*Collaboration and Management (3 cr. hrs.)*
*Offered: Urbana*
Prerequisite(s): None.

This course provides students the opportunity to develop skills in planning and managing the teaching and learning environment; managing student behavior and social interaction skills; communicating effectively; developing collaborative partnerships and in demonstrating professionalism and ethical practices. Students become familiar with daily management skills, safety and health issues in the classroom, creating and modifying a supportive learning environment, and behavior management skills. The course also focuses on the development and
interaction of the educational team, on methods and models of collaborative practices with parents, students, educational personnel, and members of the community and incorporates this into the instructional process.

EDP 472  
**Differentiating Curriculum and Instruction (3 cr. hrs.)**  
**Offered: Urbana**  
Prerequisite(s): None.

This course will provide students with the opportunity to explore research and theory on the effectiveness of differentiated classrooms; examine the importance of differentiating instruction for today’s diverse student population; recognize the need to increase variety in teaching, learning, and assessment to respond to individual student needs; utilize strategies including assignment tiering, graphic organizers, critical thinking skills, reflection and assessment strategies customized for a mixed-ability classroom; diagnose student needs and prescribe tasks that create better matches between learning needs and preferences and plan and implement methods appropriate for assessing individual learning needs in a performance-based curriculum.

**EDUCATION**

EDU 110  
**Introduction to Education (2 cr. hrs.)**  
**Offered: Urbana**  
Prerequisite(s): None.

This survey course is an introduction to the teaching profession and is required for all students desiring to major in Education. Candidates engage in a variety of experiences that broadly explore the profession of education; purposes of schools in society; examines the state, federal and institutional standards that guide the profession; and the knowledge, dispositions, and performances required to be an effective teacher today.

EDU 112  
**Education in a Diverse Society (3 cr. hrs.)**  
**Offered: Urbana**  
Prerequisite(s): None.

This course explores the profession of education in the context of key social, political, and cultural issues, examines the historical origins of American public education, and discusses the role of educators in creating equality of opportunity for all students. Topics of discussion and analysis include individual differences; developing an educational atmosphere of respect; understanding student needs, and meeting the needs of diverse learners.

EDU 220  
**Introduction to Childhood Education (2 cr. hrs.)**  
**Offered: Urbana**  
Prerequisite(s): Admission to Teacher Education.

This course is required for prospective teachers seeking the Resident Educator Early Childhood Licensure. The course explores the history, philosophy, purposes, and societal needs for early childhood education. Appropriate organization and curriculum for preschool, pre-kindergarten, and kindergarten will be discussed. Readiness for learning and ways of assessing readiness will be investigated.

EDU 222  
**Early Childhood Experiences: Art, Drama, Music (2 cr. hrs.)**  
**Offered: Urbana**  
Prerequisite(s): EDU 220.

This course discusses planning, implementing, and evaluating developmentally appropriate activities for young children in the creative areas of art, drama, and play. It includes experiences and methods for developing self-expression and creativity.

EDU 223  
**Play and Movement in Early Childhood (2 cr. hrs.)**  
**Offered: Urbana**  
Prerequisite(s): EDU 220.

This course examines the nature and value of play in the lives of children, birth through eight years of age in the areas of cognitive, social, communication, emotional, and physical development. Included in the course will be the role of the teacher during children's play, and the planning for and assessment of play. Activities, songs, movement, and games that can be used in the Early Childhood Classroom will be an integral part of this course.

EDU 225  
**Introduction to Middle Childhood Education (2 cr. hrs.)**  
**Offered: Urbana**  
Prerequisite(s): Admission to Teacher Education.

This course is required for prospective teachers seeking the Resident Educator Middle Childhood License. The course is designed to provide opportunities to explore characteristics and issues of middle childhood learners, family concerns
and structures, various school organizations designed specifically for the middle childhood learner, and techniques to help provide a successful learning experience to middle childhood learners. This course will guide the prospective teacher through the National Middle School Association standards and the Interstate New Teachers Assessment & Support Consortium standards.

**EDU 228**  
*Introduction to Adolescence to Young Adult Education (2 cr. hrs.)*  
*Offered: Urbana*  
Prerequisite(s): Admission to Teacher Education.

This course is required for prospective teachers seeking the Resident Educator Adolescence to Young Adult Education License. The course is designed to provide opportunities to explore characteristics and issues of adolescent and young adult learners, family concerns and structures, various school organizations designed specifically for the secondary learner, and techniques to help provide a successful learning experience for adolescent and young adult learners. This course will guide the prospective teacher through the Interstate New Teachers Assessment & Support Consortium standards (INTASC), CAEP Standards, Ohio Standards for the Teaching Profession, Value Added Dimension and Professional Association Standards for English Language Arts, Mathematics and Social Studies.

**EDU 230**  
*The Teaching of Phonics (3 cr. hrs.)*  
*Offered: Urbana*  
Prerequisite(s): Completion of Gateway I courses.

This course is required for prospective teachers seeking the Resident Educator Early Childhood License, the Resident Educator Middle Childhood License, and the Resident Educator Intervention Specialist License. The course provides the scientific definition of dyslexia, its common characteristics standardized by the International Dyslexia Association, and the most effective research-based methodologies to address the instructional needs of all learners. Multisensory structured language techniques based on the Orten-Gillingham approach for teaching the alphabetic principle, reading, spelling and writing will be explored, with particular emphasis on phonological training/word attack skills as well as systematic, explicit multisensory instruction relative to the structure of the English language. Mastery of sound/symbol correspondences is not an end in itself; the ultimate goal of instruction is the effective application of these skills for proficient reading and writing.

**EDU 250**  
*Instructional Planning Early Childhood Education (4 cr. hrs.)*  
*Offered: Urbana*  
Prerequisite(s): EDU 112.

This course is required for prospective teachers seeking the Resident Educator Early Childhood License. The course examines all aspects of instructional planning and examines the common strategies teachers employ to conduct their lessons. It assumes students have a deep understanding of the content they will teach and an extensive understanding and appreciation of the students with whom they will work. The overriding purpose of the course resides in the transformation of content and behavioral objectives into sequences of instructional activities that make them accessible to students. This course includes clinicals.

**EDU 260**  
*Instructional Planning Middle Childhood Education (4 cr. hrs.)*  
*Offered: Urbana*  
Prerequisite(s): EDU 112.

This course is required for prospective teachers seeking the Resident Educator Middle Childhood License. The course examines all aspects of instructional planning and examines the common strategies teachers employ to conduct their lessons. It assumes prospective students have a deep understanding of the content they will teach and an extensive understanding and appreciation of the students with whom they will work. The overriding purpose of the course resides in the transformation of content and behavioral objectives into sequences of instructional activities that make them accessible to students. This course includes a clinical component.

**EDU 270**  
*Instructional Planning AYA Education (4 cr. hrs.)*  
*Offered: Urbana*  
Prerequisite(s): EDU 112.

This course is required for prospective teachers seeking the Resident Educator Adolescence to Young Adult License. The course examines all aspects of instructional planning and examines the common strategies teachers employ to conduct their lessons. It assumes prospective students have a deep understanding of the content they will teach and an extensive understanding and appreciation of the students with whom they will work. The overriding purpose of the course resides in the transformation of content and behavioral objectives into sequences of instructional activities that make them accessible to students. The delivery of the Ohio model curriculum will be explored. All types of instructional technology will be utilized, including computer applications. This course includes a clinical component.
EDU 309  
**Technology in the Classroom (3 cr. hrs.)**  
**Offered: Urbana**  
Prerequisite(s): EDU 250, EDU 260, or EDU 270.

This course is designed to emphasize the connectivity of technology to the classroom and the general curriculum. Students will explore programs that will aid them in classroom management, data collection, student-produced work, creating instructional tools, and administration of classroom responsibilities. Students will develop products that can be used to support their teaching and the learning process of their students.

EDU 330  
**Emergent Reading and Writing (3 cr. hrs.)**  
**Offered: Urbana**  
Prerequisite(s): EDU 230.

This course is required for teacher candidates seeking the Resident Educator Early Childhood License or the Intervention Specialist: Mild/Moderate Disabilities License. This course examines how children's oral language develops, how they learn to read and write and the teacher's role in this process. Using a balanced approach to literacy instruction, candidates learn how to select instructional materials, utilize strategies to meet the cognitive and affective literacy needs of all children, create, utilize and interpret assessment data to inform teaching and learning. The candidates learn the role of parents in literacy acquisition and the link between play and learning.

EDU 331  
**Principles of Teaching Reading (3 cr. hrs.)**  
**Offered: Urbana**  
Prerequisite(s): EDU 330 (for ECE and IS students only), EDU 230 (for MCE students only).

This course is required for prospective teachers seeking the Resident Educator Early Childhood License, the Resident Educator Middle Childhood License, and the Resident Educator Intervention Specialist License, or the Reading Endorsement. The course examines the development of communications skills in young children from listening and speaking to reading and writing. The course assists students in becoming acquainted with a wide variety of historic and current approaches to reading. It explores assessment instruments and highlights valuable methods and materials. It helps students begin to develop their own eclectic style of teaching reading.

EDU 332  
**Reading in Content Areas (3 cr. hrs.)**  
**Offered: Urbana**  
Prerequisite(s): EDU 230, EDU 260, or EDU 270.

This course is required for prospective teachers seeking the Resident Educator Middle Childhood License, the Resident Educator Adolescence to Young Adult License, or the Resident Educator Intervention Specialist License. The course explores the development from learning-to-read to using reading-to-learn. It investigates the role of vocabulary instruction, comprehension, study skills, and the writing process. It also addresses the assessment of textbooks, the reading process, and student motivation.

EDU 336  
**Children's Early Childhood Literature (2 cr. hrs.)**  
**Offered: Urbana**  
Prerequisite(s): None.

This course is required for prospective teachers seeking the Resident Educator Early Childhood License. The course explores literature for young children with an emphasis on standards for selection of materials with reference to the interests, needs, and abilities of children at different age levels. Attention is given to books and their use in all subject matters. Special emphasis is placed on activities that will motivate children to read. The goal of creating life-long readers is stressed.

EDU 338  
**Adolescent Literature (2 cr. hrs.)**  
**Offered: Urbana**  
Prerequisite(s): None.

This course is required for prospective teachers seeking the Resident Educator Adolescence to Young Adult License. This course explores literature for children and adolescents with emphasis on standards for selection of materials with reference to the interests, needs, and abilities of adolescents and young adults at different age levels. Attention is given to books and their use in all subject matters. Special emphasis is placed on activities that will motivate adolescents and young adults to read. The goal of creating life-long readers is stressed.

EDU 369  
**Research, Data and Measurement (2 cr. hrs.)**  
**Offered: Urbana**  
Prerequisite(s): Concurrent enrollment in any Field Experience course.

This course introduces student to action research methods and procedure as they relate to seeking solutions to instructional problems within the field of education. Research techniques, the analysis of research results, and the uses of research are explored. Students will also explore
how to use data to influence classroom decisions; guide and improve teaching skills and tailor instruction to individual learning needs. This course will also make the connection between constructive evaluation skills such as constructive feedback; helping students monitor their own progress; influence students' continuing motivation; perceptions of self-efficacy as learners and their positive effect in student learning.

**EDU 402**  
*Differentiating Instruction (2 cr. hrs.)*  
**Offered: Urbana**  
Prerequisite(s): None.

This course will provide students with the opportunity to explore research and theory on the effectiveness of differentiated classrooms; examine the importance of differentiating instruction for today’s diverse student population; recognize the need to increase variety in teaching, learning, and assessment to respond to individual student needs; utilize strategies including assignment tiering, graphic organizers, critical thinking skills, reflection and assessment strategies customized for a mixed-ability classroom; diagnose student needs and prescribe tasks that create better matches between learning needs and preferences and plan and implement methods appropriate for assessing individual learning needs in a performance-based curriculum.

**EDU 404**  
*American Studies Seminar I (3 cr. hrs.)*  
**Offered: Urbana**  
Prerequisite(s): Senior status.

This course provides International students the opportunity to explore the necessary planning and managing the teaching and learning environments in American Educational Systems. Students become familiar with the skills, safety, health and diversity issues in the classrooms, creating and modifying a supportive learning environment, and behavior management skills. It also encourages students to have regard and respect for a child’s total self.

**EDU 405**  
*American Studies Seminar II (3 cr. hrs.)*  
**Offered: Urbana**  
Prerequisite(s): Senior status; prior or concurrent enrollment in EDU 404.

This course provides International students the opportunity to explore the necessary planning and managing the special circumstances surrounding the teaching and learning environments in American Educational Systems. Students become familiar with the diversity, disabilities, and legal issues in the classrooms, including family and community interactions. It also encourages students to have regard and respect for a child’s total self.

**EDU 421**  
*Classroom Guidance, Family, School and Community Partnerships (3 cr. hrs.)*  
**Offered: Urbana**  
Prerequisite(s): None.

This course is required for teacher candidates seeking the Resident Educator Early Childhood Initial License. This course explores the social and emotional development of young children; investigates the causes of young children’s various behaviors and prepares teacher candidates to support young children in developing self-regulation skills needed to support learning and communicating with others. This course will also focus on classroom management practices necessary to build an effective classroom learning community that supports student learning; establishing and maintaining collaborative partnerships that are sensitive to family composition, language, and culture with each student’s family to foster student learning and development in all settings and skills needed to establish relationships with and use resources of the students’ communities to support student learning and development.

**EDU 425**  
*Classroom Guidance, Family, School and Community Partnerships (2 cr. hrs.)*  
**Offered: Urbana**  
Prerequisite(s): None.

This course provides students the opportunity to develop skills in planning and managing the teaching and learning environment; managing student behavior and social interaction skills; communicating effectively; developing collaborative partnerships and in demonstrating professionalism and ethical practices. Students become familiar with daily management skills, safety and health issues in the classroom, creating and modifying a supportive learning environment, and behavior management skills. The course also focuses on the development and interaction of the educational team, on methods and models of collaborative practices with parents, students, educational personnel, and members of the community and incorporates this into the instructional process.

**EDU 431**  
*Diagnostic Reading and Remediation (3 cr. hrs.)*  
**Offered: Urbana**  
Prerequisite(s): EDU 331.

This course is required for students who are seeking the Resident Educator Early Childhood License, the Middle Childhood Licensure, or the Intervention Specialist License. The course provides an overview of the reading process.
It explores the strategies that are needed for reading and discusses ways of encouraging the development of these strategies in children. It explores common miscues and discusses ways of using diagnostic reading instruments. It stresses the importance of developing positive attitudes toward reading, as well as developing reading skills.

**EDU 440**
**Instructional Strategies for 4th and 5th Grades (3 cr. hrs.)**
**Offered: Urbana**
Prerequisite(s): Ohio P-3 Licensure or special permission from Department Chair.

This course surveys the biological, social, psychological and cultural influences in human development in early adolescence, fosters an understanding of the unique developmental needs and aspects of young adolescents and how they impact learning. The course examines all aspects of instructional planning and examines the common strategies teachers employ to conduct their lessons. The overriding purpose of the course resides in the transformation of content and behavioral objectives into sequences of instructional activities that make them accessible to students.

**EDU 441**
**Language Arts & Social Studies Content, Methods & Assessment for 4th and 5th Grades (3 cr. hrs.)**
**Offered: Urbana**
Prerequisite(s): Ohio P-3 Licensure or special permission from Department Chair.

This course is one of three courses needed for the Early Childhood Generalist endorsement. It examines the nature, development, purpose and value of social studies with emphasis on methods and techniques of instruction, curriculum reorganization, and evaluation with attention given to citizenship education, the world as a global community, the important role of values in guiding human behavior, and individual differences among learners. This course also provides teacher candidates with a survey of the methods and materials for teaching language arts, including the areas of grammar and usage, spelling handwriting, composition, dramatics, and speaking. Teacher candidates will examine the goals, materials, and methodologies most likely to achieve those goals, providing them with a deep understanding of the content they will teach and an extensive understanding and appreciation of the students with whom they will work.

**EDU 442**
**Mathematics & Science Content, Methods & Assessment for 4th and 5th Grades (3 cr. hrs.)**
**Offered: Urbana**
Prerequisite(s): Ohio P-3 Licensure or special permission from Department Chair.

This course is one of three courses needed for the Early Childhood Generalist endorsement. It explores both the content of the mathematics curriculum and the methodologies employed in teaching mathematics content. This course also involves the teacher candidate with varying kinds of science approaches with an emphasis on the hands-on approach to investigation. The central focus is placed upon the teacher candidate's ability to become more aware of societal technological needs for science. Teacher candidates will examine the goals, materials, and methodologies most likely to achieve those goals, providing them with a deep understanding of the content they will teach and an extensive understanding and appreciation of the students with whom they will work.

**EDU 451**
**Early Childhood Language Arts Methods (3 cr. hrs.)**
**Offered: Urbana**
Prerequisite(s): Senior standing.

This course is required for prospective teachers seeking the Resident Educator Early Childhood License. Students will examine the kinds of curricular themes, learning challenges, and standards issues as they relate to developing and implementing developmentally appropriate lessons and units of study to teach language arts knowledge and skills to three to eight year olds. Learned societies and other research literature have also been used to provide the basis for the selection of this curriculum and for the materials, teaching strategies, differentiation methods and assessment techniques that are included as part of the course.

**EDU 452**
**Early Childhood Science Methods (3 cr. hrs.)**
**Offered: Urbana**
Prerequisite(s): Senior standing.

This course is required for prospective teachers seeking the Resident Educator Early Childhood License. Students will examine the kinds of curricular themes, learning challenges, and standards issues as they relate to developing and implementing developmentally appropriate lessons and units of study to teach science knowledge and skills to three to eight year olds. Learned societies and other research literature have also been used to provide the basis for the selection of this curriculum and for the materials, teaching strategies, differentiation methods and assessment techniques that are included as part of the course.

**EDU 453**
**Early Childhood Social Studies Methods (3 cr. hrs.)**
**Offered: Urbana**
Prerequisite(s): Senior standing.

This course is required for prospective teachers seeking the Resident Educator Early Childhood License. Students will examine the kinds of curricular themes, learning challenges, and standards issues as they relate to developing and implementing developmentally appropriate lessons and units of study to teach social studies knowledge and skills to three to eight year olds. Learned societies and other research literature have also been used to provide the basis for the selection of this curriculum and for the materials, teaching strategies, differentiation methods and assessment techniques that are included as part of the course.

**EDU 454**
*Early Childhood Mathematics Methods (3 cr. hrs.)*  
*Offered: Urbana*

Prerequisite(s): Senior standing.

This course is required for prospective teachers seeking the Resident Educator Early Childhood License. Students will examine the kinds of curricular themes, learning challenges, and standards issues as they relate to developing and implementing developmentally appropriate lessons and units of study to teach mathematics knowledge and skills to three to eight year olds. Learned societies and other research literature have also been used to provide the basis for the selection of this curriculum and for the materials, teaching strategies, differentiation methods and assessment techniques that are included as part of the course.

**EDU 461**
*Middle Childhood Language Arts Methods (3 cr. hrs.)*  
*Offered: Urbana*

Prerequisite(s): Senior standing.

This course is required for prospective teachers seeking the Resident Educator Middle Childhood License. This course provides teacher candidates with a survey of the methods and materials for teaching language arts. It includes the areas of grammar and usage, spelling, handwriting, composition, dramatics, and speaking. It shows students how reading ability is built solidly upon the other language arts of listening, speaking, and writing.

**EDU 462**
*Middle Childhood Science Methods (3 cr. hrs.)*  
*Offered: Urbana*

Prerequisite(s): Senior standing.

This course is required for prospective teachers seeking the Resident Educator Middle Childhood License. This course involves the teacher candidate with varying kinds of science approaches. The emphasis in the course involves hands-on approach to investigation. The course provides candidates the framework for implementing the Ohio Science Standards.

**EDU 463**
*Middle Childhood Social Studies Methods (3 cr. hrs.)*  
*Offered: Urbana*

Prerequisite(s): Senior standing.

This course is required for prospective teachers seeking the Resident Educator Middle Childhood License with social studies as a content area. Attention is given to citizenship education, the world as a global community, the important role of values in guiding human behavior, financial literacy and individual differences among learners. Additionally, the course examines the nature, development, purpose and value of social studies with emphasis on methods and techniques of instruction, curriculum reorganization, and evaluation.

**EDU 464**
*Middle Childhood Mathematics Methods (3 cr. hrs.)*  
*Offered: Urbana*

Prerequisite(s): Senior standing.

This course is required for prospective teachers seeking the Resident Educator Middle Childhood License. The course explores changes in both the content of the mathematics curriculum and the methodologies employed in teaching that content. Teacher candidates will examine the goals, materials, and methodologies most likely to achieve those goals.

**EDU 471**
*AYA Language Arts Methods (3 cr. hrs.)*  
*Offered: Urbana*

Prerequisite(s): Senior standing.

Integrated Language Arts. This course provides teacher candidates with a survey of the methods and materials for teaching language arts. It includes the areas of grammar and usage, spelling, handwriting, composition, dramatics, and speaking. It shows students how reading ability is built solidly upon the other language arts of listening, speaking, and writing. The Common Core Standards for English Language Arts will be utilized in setting instructional objectives and in designing lesson plans.

**EDU 472**
*AYA Science Methods (3 cr. hrs.)*  
*Offered: Urbana*

Prerequisite(s): Senior standing.

This course is required for prospective teachers seeking the
Resident Educator Adolescence to Young Adult License: Integrated Science. This course provides the framework for teacher candidates to follow the state model for science instruction. Strategies for translating Ohio’s 2011 science competency program goals into instructional objectives will be developed. Contemporary research findings related to the teaching of science will be the basis of instruction for the course. It involves the meaning of science, learning approaches, systems of science, investigations pertinent to the needs of society and technology. The integration of science content will be included. Problem solving strategies will be stressed.

**EDU 473**  
**AYA Social Studies Methods (3 cr. hrs.)**  
**Offered: Urbana**  
Prerequisite(s): Senior standing.  
This course is required for prospective teachers seeking the Resident Educator Adolescence to Young Adult License: Integrated Social Studies. Designed to prepare teacher candidates to teach social studies content for grades 7 to 12, attention is given to citizenship education, the world as a global community, the important role of values in guiding human behavior, financial literacy and individual differences among learners. Additionally, the course examines the nature, development, purpose, and value of social studies, with emphasis on methods and techniques of instruction, curriculum reorganization, and evaluation based on the 2011 Ohio Social Studies Academic standards. Prerequisite: senior standing.

**EDU 474**  
**AYA Mathematics Methods (3 cr. hrs.)**  
**Offered: Urbana**  
Prerequisite(s): Senior standing.  
This course is required for prospective teachers seeking the Resident Educator Adolescence to Young Adult License: Integrated Mathematics. Through experience as members of a learning community, teacher candidates will explore mathematical processes and reasoning, engage in problem solving, explore content-related instructional strategies, and examine the current content mandated in the Common Core standards for Mathematics.

**EDU 481**  
**Language Arts Content and Methods for 4th, 5th and 6th Grades (6 cr. hrs.)**  
**Offered: Urbana**  
Prerequisite(s): None.  
This course also provides Teacher Candidates with a survey of the methods and materials for teaching language arts, including the areas of grammar and usage, spelling, handwriting, composition, dramatics, and speaking. Teacher Candidates will examine the goals, materials, and methodologies most likely to achieve those goals, providing them with a deep understanding of the content they will teach and an extensive understanding and appreciation of the students with whom they will work. 50% of the lessons and activities will center on language arts content.

**EDU 482**  
**Science Content and Methods for 4th, 5th and 6th Grades (6 cr. hrs.)**  
**Offered: Urbana**  
Prerequisite(s): None.  
This course involves the course participant with varying kinds of science approaches with an emphasis on the hands-on approach to investigation. The central focus is placed upon the course participant’s ability to become more aware of societal technological needs for science. Course participants will examine the goals, materials, and methodologies most likely to achieve those goals, providing them with a deep understanding of the content they will teach and an extensive understanding and appreciation of the students with whom they will work.

**EDU 483**  
**Social Studies Content and Methods for 4th, 5th and 6th Grades (6 cr. hrs.)**  
**Offered: Urbana**  
Prerequisite(s): None.  
This course examines the nature, development, purpose and value of social studies with emphasis on methods and techniques of instruction, curriculum reorganization, and evaluation with attention given to citizenship education, the world as a global community, the important role of values in guiding human behavior, and individual differences among learners. Teacher Candidates will examine the goals, materials, and methodologies most likely to achieve those goals, providing them with a deep understanding of the content they will teach and an extensive understanding and appreciation of the students with whom they will work. 50% of the lessons and activities will center on social studies content aligned to the Ohio Social Studies Standards.

**EDU 484**  
**Mathematics Content and Methods for 4th, 5th and 6th Grades (6 cr. hrs.)**  
**Offered: Urbana**  
Prerequisite(s): None.  
This course explores both the content of the mathematics curriculum and the methodologies employed in teaching mathematics content. Teacher Candidates will examine the goals, materials, and methodologies most likely to achieve
those goals, providing them with a deep understanding of the content they will teach and an extensive understanding and appreciation of the students with whom they will work. 50% of the lessons and activities will center on mathematics content.

**EDU 489**  
*Workshop in Education (1-6 cr. hrs.)*  
*Offered: Urbana*  
Prerequisite(s): None.

Under special circumstances, undergraduates may register for special topics to be offered in workshop format. These courses may not be applied toward degree requirements, but may serve as elective hours toward graduation.

**EDU 491**  
*Early Childhood Professional Growth and Development Practicum (12 cr. hrs.)*  
*Offered: Urbana*  
Prerequisite(s): Completion of all program and OAE requirements.

The professional growth and development practicum is designed to meet the student teaching requirements for the Resident Educator Early Childhood License. The practicum has two components: the student teaching experience and a weekly seminar. Student teaching is an in-depth clinical laboratory experience that provides opportunities to observe, analyze, plan, and practice teaching methods in a school setting. The experience enables the teacher candidate to move through stages of increased responsibilities under the guidance and with the support of a cooperating teacher and a university supervisor. The seminar provides teacher candidates with an opportunity to continue developing skills needed to become a reflective practitioner.

**EDU 492**  
*Middle Childhood Professional Growth and Development Practicum (12 cr. hrs.)*  
*Offered: Urbana*  
Prerequisite(s): Completion of all program and OAE requirements.

The professional growth and development practicum is designed to meet the student teaching requirements for the Resident Educator Middle Childhood License. The practicum has two components: the student teaching experience and a weekly seminar. Student teaching is an in-depth clinical laboratory experience that provides opportunities to observe, analyze, plan, and practice teaching methods in a school setting. The experience enables the teacher candidate to move through stages of increased responsibilities under the guidance and with the support of a cooperating teacher and a university supervisor. The seminar provides teacher candidates with an opportunity to continue developing skills needed to become a reflective practitioner.

**EDU 493**  
*Adolescent Professional Growth and Development Practicum (12 cr. hrs.)*  
*Offered: Urbana*  
Prerequisite(s): Completion of all program and OAE requirements.

The professional growth and development practicum is designed to meet the student teaching requirements for the Resident Educator Adolescent Young Adult License. The practicum has two components: the student teaching experience and a weekly seminar. Student teaching is an in-depth clinical laboratory experience that provides opportunities to observe, analyze, plan, and practice teaching methods in a school setting. The experience enables the teacher candidate to move through stages of increased responsibilities under the guidance and with the support of a cooperating teacher and a university supervisor. The seminar provides teacher candidates with an opportunity to continue developing skills needed to become a reflective practitioner.

**EDU 495**  
*Practicum in Early Childhood Education (6 cr. hrs.)*  
*Offered: Urbana*  
Prerequisite(s): None.

The early childhood education practicum is an in-depth clinical laboratory experience that provides opportunities to observe, analyze, plan, and practice teaching methods in a school setting. The experience enables a teacher seeking licensure in an additional field of study a place where they can reflect on their development as professionals.

**EDU 496**  
*Practicum in Middle Childhood Education (6 cr. hrs.)*  
*Offered: Urbana*  
Prerequisite(s): None.

The middle childhood education practicum is an in-depth clinical laboratory experience that provides opportunities to observe, analyze, plan, and practice teaching methods in a school setting. The experience enables a teacher seeking licensure in an additional field of study a place where they can reflect on their development as professionals.

**EDU 497**  
*Practicum in Adolescent Young Adult Education (6 cr. hrs.)*  
*Offered: Urbana*
Prerequisite(s): None.

The adolescent and young adult education practicum is an in-depth clinical laboratory experience that provides opportunities to observe, analyze, plan, and practice teaching methods in a school setting. The experience enables a teacher seeking licensure in an additional field of study a place where they can reflect on their development as professionals.

EDUC 801
Leadership of Organizational Principles (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): ENG 800

This core course focuses on leadership and followership skills and attributes through the lens of traditional and 21st century leadership theories, constructs and concepts as applied to institutions. Students will apply transformational and other state-of-the-art leadership theoretical underpinnings to real-world cases, scenarios and situations that involve optimal practices in leading individuals and organizations through leadership challenging scenarios and other situations. The course concentrates on the application of critical thinking to optimal practices in leading institutions, their stakeholders and culture for optimal effectiveness.

EDUC 805
Leadership of Organizational Resources (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): ENG 800

This core course focuses on state-of-the-art leadership skills necessary for the effectiveness of today’s leaders and managers. The course concentrates on the specific transformational, servant-leadership, and other leadership competencies and skills necessary for providing sound management of institutional resources, projects, and performance. Students will apply leadership theoretical underpinnings to real-world cases, scenarios and situations that involve effective and ineffective resource and performance management practices. The course concentrates on the application of critical thinking and decision-making in optimal practices for providing highly effective leadership in today’s organizations.

EDUC 820
Navigating Bargaining & Contract Parameters (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): ENG 800

This course is key for students who have chosen the K-12 leadership focus and aspire to positions of leadership that require a solid understanding of principles of labor relations. After establishing a foundation for the basis of collective bargaining principles, students will be provided with multiple opportunities to analyze and evaluate case studies involving labor negotiations and collective bargaining. Publically available collective bargaining agreements will then be analyzed for language and structural similarities and differences. Grievance and conflict resolution principles will be applied to the analysis of actual issues that are archived within the SERB database structure. A culminating product will be produced that will involve the interview of both management and union representatives to develop a plan for the hypothetical negotiation of an expiring public school collective bargaining agreement.

EDUC 825
Building & Distric Leadership Structure (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): ENG 800

This course is key for students who have chosen the K-12 leadership focus and must develop expertise and practice in navigating the unique aspects of building and district leadership in K-12 structures. Concepts of transformational leadership developed through the Leadership Core will be leveraged in the examination of school level and district level issues. Students will be required to define problems within their unique professional situation and apply recognized leadership structures to promote a shared vision and establishes a professional learning community that focuses on the mission of ensuring that all students learn through the development of a culture of collaboration rooted in data based results.

EDUC 840
College & University Leadership Structure (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): ENG 800

This course provides an examination of leadership theories and structures in institutions of higher education. Focusing on major theories of leadership of higher education organizations that inform leadership practices, students will develop skills as practitioners in university leadership. By the end of the course, students will be able to understand the structure and function of university leadership structures from multiple theoretical perspectives. Students will gain an understanding of the management, leadership, and administrative roles of academic and student affairs offices in colleges and universities including personnel, program definition, research and teaching issues, and other functions of academic and programing oversight. Additional consideration to the roles, responsibilities, and leadership styles required will be examined for different organizational contexts. Through the linking of theory to practice, the class activities will lead students to develop skills as campus
leaders and to empower them to make conscious, deliberate decisions, utilizing multiple, and at times divergent, theoretical frames.

**EDUC 845**  
*Leveraging PK-12 Business Partnerships (4 cr. hrs.)*  
*Offered: Franklin*  
Prerequisite(s): ENG 800

The purpose of this course is to explore critical, challenges facing American higher education. The course explores the history of higher education, with an emphasis on the development of higher education in the United States, to present day challenges facing intuitions. It includes issues of access, accountability, academic freedom, financial aid, state and federal government policy, changing legal structures, teaching and learning in a digital age, student issues, diversity, and the influence of business models and values on institutional strategy and practice. This course also covers different educational systems (Community Colleges, Private Colleges, and Public Colleges) and the critical issues affecting their intuitional type. Students will gain an understanding of their responsibilities, critical thinking, and explore current issues that affect managers in institutions of higher education. This course addresses interdisciplinary influences on leadership practice within learning organizations and focuses on recent developments that have broad implications for research and practice in educational leadership.

**EMERGENCY MANAGEMENT & HOMELAND SECURITY**

**SEMT 240**  
*Disaster Planning & Response (4 cr. hrs.)*  
*Offered: Franklin*  
Prerequisite(s): None.

Students will explore the nuances of planning for and responding to catastrophic disasters. The course will discuss domestic and international approaches to planning and responding to such disasters. The Emergency Manager will spend most of their time in the field planning for critical incidents and disasters and understanding the key components to a good plan that involves many agencies at all levels of government and at different stages of the event is essential. Students will delve into the logistics of mass care, mass evacuation, and critical infrastructure damage.

**SEMT 322**  
*Ethics & Leadership in Public Safety Agencies (4 cr. hrs.)*  
*Offered: Franklin*  
Prerequisite(s): Junior standing and completion of all Professional Core courses.

This course will study ethics and leadership theories in the context of public safety agencies. Consideration of leadership skills and traits in both the strategic and tactical settings will be considered. Ethics will be considered in terms of creating a culture of ethics within a public safety agency.

**SEMT 326**  
*Security Operations Theory & Practice (4 cr. hrs.)*  
*Offered: Franklin*  
Prerequisite(s): Junior standing and completion of all Professional Core courses.

This course will provide insight into the history, theory, and principles of security operations in private and industrial settings.

**SEMT 328**  
*Emergency Management Theory & Practice (4 cr. hrs.)*  
*Offered: Franklin*  
Prerequisite(s): None.

This course will focus on Emergency Management and Homeland Security in the Post 9-11 era. Emphasis will be on mitigation and preparedness related to international and domestic terrorism as well as natural disasters.

**SEMT 335**  
*Introduction to Emergency Management & Homeland Security (4 cr. hrs.)*  
*Offered: Franklin*  
Prerequisite(s): Junior standing. Not open to students with credit for PSMT 335 or PSMT 435.

This course analyzes emergency management from a historical perspective. Disaster planning and disaster management in the post 9-11 environment are analyzed. The impact of Homeland Security on local public safety agencies is examined as are selected Homeland Security Presidential Directives (HSPD #5 and HSPD #11 in particular). The National Incident Management System (NIMS) and the National Response Plan (NRP) are examined with regard to their impact on local public safety agencies. Finally, special challenges for emergency management and disaster response will be analyzed.

**SEMT 410**  
*Emergency Management & Homeland Security Internship (1-4 cr. hrs.)*  
*Offered: Franklin*  
Prerequisite(s): Senior standing, completion of all required Major Area courses, and approval of the Program Chair.

The Internship provides qualified students with an
opportunity to receive academic credit for supervised professional training and experience in an agency with a Safety, Security, or Emergency Management mission.

**SEMT 424**  
**Labor Relations & Public Sector Bargaining (4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): Junior standing, completion of all Professional Core courses, and Administrative Law (PSMT 440).

This course will involve the study of collective bargaining in the public sector, including management and labor relations, public sector bargaining law, and related labor issues particular to public safety agencies.

**SEMT 432**  
**Homeland Security - Theory & Practice at the Local Level (4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): None.

This course will study the impact of Department of Homeland Security requirements on local public safety agencies. Focus will be on interoperability as it relates to planning and responding to terrorist threats or actions at the local level.

**SEMT 438**  
**Principles of Security Management (4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): None.

This course examines the principles involved in leading and managing private security operations. Areas covered in this class will include leadership, supervision, and a range of personnel issues, including staffing and training, as they pertain to private security operations.

**SEMT 450**  
**Critical Incident Management (4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): None.

The course will explore the NIMS, ICS, and other federally mandated systems in place for the management of critical incidents such as major fire scenes, major disasters, terrorist attacks, and other events that require a multi-agency response and recovery effort. The course discusses and evaluates the roles of high-level leadership in setting policy direction and planning as well as real-time management of the scene.

**SEMT 480**  
**Special Topics in Emergency Management & Homeland Security (1-4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): Junior standing and completion of all Professional Core courses.

This is a variable content course in Safety, Security, and Emergency Management. Students pursue topics or subjects of current interests that are not part of the regular curriculum. A specific course description will be published in the Course Schedule for the trimester the course is offered.

**SEMT 495**  
**Emergency Management & Homeland Security Capstone (4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): Completion of all required Major Area and Major Area Elective courses.

This course serves as the capstone experience for the Safety, Security, and Emergency Management degree. Students will apply knowledge, skills, and abilities learned from course work completed in the SEMT program by completing a comprehensive capstone project. The comprehensive project will be applicable to the student’s particular area of interest related to safety, security, and emergency management.

**SEMT 499**  
**Independent Studies in Safety, Security, & Emergency Management (1-4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): Senior standing, completion of all required Major Area courses, and approval of the Program Chair.

Independent course studies allow students in good academic standing to pursue learning in areas not covered by the regular curriculum or to extend study in areas presently taught. Study is under faculty supervision and graded on either a Pass/No Credit or a letter grade basis. (See “Independent Studies” for details.)

**ENERGY MANAGEMENT**

**EGMT 330**  
**Introduction to the Energy Industry (4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): None.

This course will provide students with an overview of the current energy industry and its challenges in regards to policies and issues. This course is designed to provide an in-depth look at energy related events happening around the world, and provide an understanding of the impact of events on future energy use for societal and environmental
well-being. This course will also discuss areas for energy efficiency improvement.

**EGMT 430**  
**The Legal & Ethical Environment of the Energy Industry (4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): Introduction to the Energy Industry (EMGT 330). This course provides legal and ethical analysis as it relates to the energy industry. Areas of energy law and ethics that relate to the contemporary business environment are examined in this course. Areas of study include: contracts, torts, crime, business organizations, and the legal and ethical responsibilities of energy industry leaders.

**EGMT 450**  
**Energy Finance (4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): Introduction to the Energy Industry (EMGT 330) and Principles of Finance (FINA 301). This course provides students with fundamental energy and financial information that is useful in the energy industry. Topics include the fundamentals of energy finance in the oil and gas industry and managing energy risks. The goal of the course is to provide today's energy and financial managers with the fundamental concepts and the tools necessary to be effective in the energy industry.

**EGMT 460**  
**Energy Markets & Innovation (4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): Introduction to the Energy Industry (EMGT 330). This course explores existing energy sources and the structures to users around the world that are experiencing a period of rapid growth. The emergence of new technologies, limits to growth, and rapidly changing raw material prices contribute to increased risk and opportunity in the energy arena. Upon completion of the course, students should understand the nature of conventional and emerging energy generation and delivery. Students will also possess the tools for determining potential winners and losers and the innovative pathways to drive the development of energy sources.

**EGMT 495**  
**Energy Management Strategy Capstone (4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): Introduction to the Energy Industry (EMGT 330), The Legal & Ethical Environment of the Energy Industry (EMGT 430), Energy Finance (EMGT 450), and Energy Markets & Innovation (EMGT 460). Energy businesses are increasingly using strategic concepts and tools to incorporate environmental and social considerations into their decisions and operations. This course is designed for those who need to understand the whole dynamic of the energy environment. The course will combine analysis of case studies and interactive activities as well as current readings related to the field of energy.

**ENGLISH**

**ENG 100**  
**Reading and Study Skills (3 cr. hrs.)**  
**Offered: Urbana**  
Prerequisite(s): None. This course is designed to assist the student in reading to acquire information at the college level. Special emphasis is placed upon identifying major concepts in texts, designing methods to learn and retain information, and reconstructing concepts learned in new and meaningful ways. Lessons in study skills and time management are also emphasized. Individual attention will be given to students in order to develop effective methods of learning. May not be used to fulfill core or major requirements. The course does earn credit hours, and the grade earned in the course is calculated in the student's grade point average.

**ENG 209**  
**American Literature (to the Civil War) (3 cr. hrs.)**  
**Offered: Urbana**  
Prerequisite(s): None. A study of American literary periods from pre-colonial writings about the New World through the Civil War (1865), with emphasis on the contributions of primary writers in exploring themes, characters, and situations common to American literature. As a survey course, ENG 209 is meant to provide a general "road map" to the tradition of American writing, covering both major, well-known writers and minor, less famous voices from the historical and literary past. Not open to students with credit for ENG 309.

**ENG 210**  
**American Literature (Civil War to Present) (3 cr. hrs.)**  
**Offered: Urbana**  
Prerequisite(s): None. A study of literary periods beginning with the New Consciousness (1865) to contemporary literature with emphasis on the contributions of primary writers in
exploring themes, characters, and situations common to American literature. Not open to students with credit for ENG 310.

ENG 211
World Literature (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): None.

Literature from “Gilgamesh” through the 20th century, both Western and non-Western traditions, is included.
The course helps students honor real differences among cultures while embracing real bonds that join us as humans even though they are formed over millenniums and traverse continents. Writing is an integral part of the course. Not open to students with credit for ENG 311.

ENG 212
British Literature (Anglo-Saxon to Renaissance) (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): None.

A study of Old and Middle English authors, and early and later Renaissance authors. Emphasis is on major writers and their works, with some coverage of literary history. Not open to students with credit for ENG 312.

ENG 213
British Literature (Augustan to Modern) (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): None.

A study of Augustan, Neoclassical, Romantic, Victorian, and Modern authors. Emphasis is on major writers and their works, with identification of literary movements, and some coverage of national history. Not open to students with credit for ENG 313.

ENG 306
English Language and Linguistics (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): ENG 106, ENG 102.

A survey of linguistic terms and concepts, and practice in linguistic analysis, with a brief survey of English from its beginnings in 450 A.D. to today. Emphasis will be on morphology, syntax, semantics, and language variation.

ENG 320
Interpretation and Criticism (3 cr. hrs.)
Offered: Urbana

Prerequisite(s): ENG 202.
Examination of literary critical theory, primarily of the post-World War II era, with an emphasis on reader-response criticism. Students will employ interpretative and critical skills to analyze three major literary works and several shorter works. Assignments will require the use of works of criticism.

ENG 330
Contemporary World Literature in English and in Translation (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): ENG 106.
Literature, both Western and non-Western of the 20th and 21st centuries is the focus. The literary works will be studied in their cultural context and as they reflect concerns unique to these centuries.

ENG 350
Special Studies in English (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): ENG 106, ENG 202.
This course includes courses in Creative Writing, Myth and Symbolism, Black U.S. Literature, Women in Literature, Science Fiction, and studies in selected British or American literary periods (Medieval, Elizabethan, Victorian, etc.). Repeatable, provided course content changes.

ENG 406
Advanced Composition (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): ENG 106 and 9 hours of English courses.
Study of style in composition and various fields of prose writing. Emphasis is on analysis of prose styles, and on practice and skill in forming a good prose style.

ENG 421
Major Authors (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): ENG 202.
A study of one or a few major authors from various literary traditions. Examples include Shakespeare, Chaucer, Austen, Hawthorne, Morrison, the Romantic poets, and writers of the Harlem Renaissance.
Prerequisite(s): 15 hours of English.
A study of the grammar of the English language and of traditional and current methods of explaining these principles, and practice in applying them to sentence formation.

**ENG 499**  
*Senior Seminar in English (3 cr. hrs.)*  
**Offered: Urbana**  
Prerequisite(s): Senior status and permission of the Dean of the College of Arts, Sciences, and Technology.
Capstone course involving an independent research project and an assessment of the student’s entire undergraduate program especially of the major. The student will work under the direction of his/her advisor and the project will be evaluated by at least two other faculty members.

**ENG 608**  
*Curriculum and Teaching Design and Theory (3 cr. hrs.)*  
**Offered: Urbana**  
Prerequisite(s): None.
This course is for graduate students studying curriculum design and development. It is designed for those who are exploring the issues that have potential to influence the planning, implementation, and evaluation of curriculum. The course reflects the emergent trend in the field of curriculum. Cross-listed with EDG 608.

**ENG 615**  
*Graduate Literary Research (3 cr. hrs.)*  
**Offered: Urbana**  
Prerequisite(s): None.
This course provides an in-depth exploration of literary research methods and the production of writing to incorporate literature-based research and documentation. The primary purpose of this course is to enable credentialed educators to facilitate students with the construction of evidence-based research papers in response to a literary work. Emphasis is on the analysis and interpretation of literary works.

**ENG 620**  
*Composition and Rhetorical Theory (3 cr. hrs.)*  
**Offered: Urbana**  
Prerequisite(s): None.
Through the critical analysis of rhetoric and themes, the composition of essays, and the employment of research techniques, credentialed educators of high school ELA will gain a practical understanding of pedagogical methodologies used to facilitate students in recognizing the principles of rhetoric in composition. The primary focus of this course is on the rhetorical analysis of issues of academic significance through the interpretation, analysis, and evaluation of rhetorical approaches utilized in both print and digital texts.

**ENG 624**  
*Application of Content and Pedagogy Principles for Language Arts (3 cr. hrs.)*  
**Offered: Urbana**  
Prerequisite(s): None.
This course reviews standard and new applications of pedagogy related to specific age groups within language arts. Students will design and conduct age appropriate lessons on specific mathematic topics throughout the course. Students will analyze learning resources appropriate for language arts and the age group and integrate technology applications within the application activities. Cross-listed with EDG 624.

**ENG 690**  
*Graduate Independent Study (3 cr. hrs.)*  
**Offered: Urbana**  
Prerequisite(s): None.
Students will demonstrate the skills and knowledge associated with their professional careers in the English discipline to formulate a solution to a specific policy issue or problem of their choosing based on existing practices and research literature. Students will be required to identify specific learning objectives and provide support of master of said objectives.

**ENG 800**  
*Writing Foundations (3 cr. hrs.)*  
**Offered: Franklin**  
Prerequisite(s): GRAD888.
This course will orient students to Franklin University, its learning environments and support systems. Students will develop essential skills needed to be successful in a doctoral program. Foundations of theory and practice in doctoral studies will be taught. Students will gain scholarly and professional writing skills in the context of their discipline. Dissertation structure and process will be introduced. Students will also complete their first colloquia as part of the course requirements.

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**ENGLISH AS A SECOND LANGUAGE**

**ESL 045**
Intermediate Pronunciation (2 cr. hrs.)
Offered: Franklin and Urbana
Prerequisite(s): Appropriate score on the placement test. The course must be taken the first trimester the student is enrolled and must be repeated the next trimester(s) if it is not passed.
This course is designed to address the pronunciation, articulation, intonation and fluency of ESL students identified through the placement process as having intermediate levels of these skills. The course will also address communication strategies to reinforce meaning. This course is graded on a Pass/No Credit basis and carries institutional credit but does not count toward degree requirements.

ESL 049
Orientation (1 cr. hr.)
Offered: Franklin and Urbana
Prerequisite(s): Minimum 430 TOEFL (117 computer score) or equivalent MTELP score.
This course is designed for international students who are new to the United States and/or its university system. Through lectures, videos and interactive activities, students will learn about the community and about Franklin University’s educational requirements and resources. This course is graded on a Pass/No Credit basis and carries institutional credit but does not count toward degree requirements.

ESL 050
Intermediate Reading & Writing (8 cr. hrs.)
Offered: Franklin and Urbana
Prerequisite(s): Minimum 430 TOEFL (117 computer score) and appropriate score on a written placement test.
Through discussion, peer editing, small group work and individual assignments, students will improve their ability to read academic prose and to produce coherent, unified and grammatically correct paragraphs and short essays. This course is graded on a Pass/No Credit basis and carries institutional credit but does not count toward degree requirements.

ESL 051
Intermediate Listening & Speaking (4 cr. hrs.)
Offered: Franklin and Urbana
Prerequisite(s): Appropriate score on an oral placement test.
This course is designed to help intermediate-level ESL students improve their understanding of colloquial and formal English, and to increase their vocabulary. Classes will consist of student presentations, short lectures, discussions, role-playing and vocabulary building. This course is graded on a Pass/No Credit basis and carries institutional credit but does not count toward degree requirements.

ESL 060
High-Intermediate Reading & Writing (8 cr. hrs.)
Offered: Franklin and Urbana
Prerequisite(s): Intermediate Reading & Writing (ESL 050); or minimum 470 TOEFL (150 computer score) or equivalent MTELP score and appropriate score on a written placement test.
Students will improve reading comprehension of popular and academic writings; and pre-writing, writing and editing skills will be applied to multi-paragraph essays. To learn these skills, students will hear lectures, read student and professional essays, and participate in individual and group activities. This course is graded on a Pass/No Credit basis and carries institutional credit but does not count toward degree requirements.

ESL 061
High-Intermediate Listening & Speaking (4 cr. hrs.)
Offered: Franklin and Urbana
Prerequisite(s): Intermediate Listening & Speaking (ESL 051) or appropriate score on an oral placement test.
By listening to other classmates, tapes, guest speakers and media, students will improve listening comprehension and note-taking. Through group and individual activities, students will also work on presentation skills and vocabulary development. This course is graded on a Pass/No Credit basis and carries institutional credit but does not count toward degree requirements.

ESL 090
Advanced Pronunciation (2 cr. hrs.)
Offered: Franklin and Urbana
Prerequisite(s): Appropriate score on the placement test or a grade of “P” in Intermediate Pronunciation (ESL 045). Students placed into this course must take it the first trimester they are enrolled; students placed into Intermediate Pronunciation (ESL 045) must take this course the trimester immediately following their passing the lower-level course.
This course is designed to address the pronunciation, articulation and fluency of ESL students identified through the placement process as having advanced levels of these skills. In addition, this course will emphasize rate, volume, stress and repair strategies. This course is graded on a Pass/No Credit basis and carries institutional credit but does not count toward degree requirements.

ESL 092
Intensive American English for Business (4 cr. hrs.)
Offered: Franklin and Urbana
Prerequisite(s): Appropriate score on a language proficiency exam.

In this course, students will complete 14-16 hours of highly structured American English through the use of business-related supporting materials embedded within the course for vocabulary, reading, and writing development. Students will attend one synchronous meeting session per week with the instructor for writing instruction and speaking practice.

ESL 093
Intensive American English for Nursing (4 cr. hrs.)
Offered: Franklin and Urbana
Prerequisite(s): Appropriate score on a language proficiency exam.

In this course, students will complete 14-16 hours of highly structured American English through the use of nursing-related supporting materials embedded within the course for vocabulary, reading, and writing development. Students will attend one synchronous meeting session per week with the instructor for writing instruction and speaking practice.

ESL 105
English in American Culture (2 cr. hrs.)
Offered: Urbana
Prerequisite(s): None.

This course focuses on American culture, values and beliefs. Various forms of presentation will be used such as speakers, readings and special trips to local establishments. The course may not be used to fulfill core or major requirements.

ESL 110
Grammar in English (2 cr. hrs.)
Offered: Urbana
Prerequisite(s): ESL 105, placement determined by college, or a TOEFL score above 450.

This course introduces non-native speakers of English to academic writing at the collegiate level. Expository and memo writing as well as research writing will be explored. Special attention will also be given to American-style academic writing and plagiarism. A research paper is required.

ESL 115
Academic Reading in English (2 cr. hrs.)
Offered: Urbana
Prerequisite(s): None.

This course focuses on critical thinking and reading strategies to understand academic reading materials.

Special attention will be paid to academic journals and short essays in order to practice comprehension, retention and application. The course may not be used to fulfill core or major requirements.

ESL 120 (1)
Oral Communication in English (2 cr. hrs.)
Offered: Urbana
Prerequisite(s): None.

This course focuses on improving listening and speaking skills at an advanced level. Giving speeches and participating in group discussions will be the central part of the class. The course may not be used to fulfill core or major requirements.

ESL 120 (2)
Advanced Reading & Writing (6 cr. hrs.)
Offered: Franklin and Urbana
Prerequisite(s): High-Intermediate Reading & Writing (ESL 060); or minimum 500 TOEFL (173 computer score) or equivalent MTELP score and appropriate score on a written placement test.

This course is equivalent to College Writing (ENG 120). This writing course is designed to help students improve their ability to successfully complete the work required in many college courses. Students learn how to read, respond to, and analyze various kinds of writing. They also study methods of gathering, synthesizing and documenting information. The course emphasizes elements of good writing such as unity, coherence, clarity and appropriate grammar and mechanics.

ESL 122
Advanced College Writing (4 cr. hrs.)
Offered: Franklin and Urbana
Prerequisite(s): Learning Strategies (PF 321).

In this course, students acquire the writing competencies necessary for completing analytical and argumentative papers supported by secondary research. Students practice and apply the steps of the writing process through a series of cumulative assignments that require them to systematize and organize knowledge in ways that will help them in all of their courses. The course also emphasizes the elements of good writing style, appropriate grammar and mechanics, clarity of language, and logical and cohesive development. It culminates in submission of an extended, documented research paper.

ESL 125 (1)
Composition in English (2 cr. hrs.)
Offered: Urbana
Prerequisite(s): None.
Instruction in the basic mechanics of sentence structure, proper punctuation, and correct grammar, with a focus on the writing of simple three-point enumeration essays. Individualized attention is given to whatever writing problems each student may have. The course may not be used to fulfill core or major requirements.

**ESL 125 (2)**  
*Advanced Listening & Speaking (6 cr. hrs.)*  
*Offered: Franklin and Urbana*  
Prerequisite(s): High-Intermediate Listening & Speaking (ESL 061) or appropriate score on an oral placement test. This course is equivalent to Speech Communication (SPCH 100).  
A basic public speaking course intended to improve the student's ability to think critically, communicate orally and develop clear pronunciation. Theory and practice are provided in various speaking situations. Each student is required to speak before class members, but class work also involves reading, gathering and organizing information, writing, listening and participating in a group project.

**ESL 130**  
*Integrated Skills in English as a Second Language (3 cr. hrs.)*  
*Offered: Urbana*  
Prerequisite(s) : None.  
This course for non-native speakers of English is designed to improve reading, writing, speaking, listening, and grammar skills for success in academic courses at the university level. This course will challenge and teach students to think and read critically, take effective notes in class, listen carefully to classroom lectures, and write effectively for undergraduate coursework.

**ENTREPRENEURSHIP**

**ENTR 395**  
*Foundations of Entrepreneurship (4 cr. hrs.)*  
*Offered: Franklin and Urbana*  
Prerequisite(s): Principles of Management (MGMT 312).  
Foundations of Entrepreneurship is an introductory course that examines the theory, practice, and tools of entrepreneurship. Various entrepreneurship structures and how such structures result in different unique pathways to success are explored. Students will focus on the importance of developing an entrepreneurial mindset as they assess their individual values and determine their affinity for entrepreneurial thinking, while also reviewing the risks and rewards of entrepreneurial businesses in the context of their chosen entrepreneurial philosophy. Finally, students will identify and evaluate opportunities for new ventures, and consider a strategic approach for successful business plan development.

**ENTR 400**  
*Commercialization of Entrepreneurial Products & Services (4 cr. hrs.)*  
*Offered: Franklin*  
Prerequisite(s): Principles of Management (MGMT 312) and Fundamentals of Entrepreneurship (ENTR 395).  
This course examines the techniques for the commercialization of the products or services offered by the entrepreneur. Students will be taught how to measure the realistic demand for their product or service. Primary and secondary marketing, including research, will be emphasized and addressed. Students will learn how creativity transitions to innovation. Value propositioning, branding, and pricing will be significant topics of discussion. In bringing products to market, students will be taught how to make use of cost-effective, cutting edge tools such as social media.

**ENTR 420**  
*Managing Micro Business & Generating Funding (4 cr. hrs.)*  
*Offered: Franklin*  
Prerequisite(s): Principles of Management (MGMT 312), Financial Accounting (ACCT 215), Managerial Accounting (ACCT 225), and Fundamentals of Entrepreneurship (ENTR 395).  
This course covers the critical role of effective leadership in the successful growth of a new business entity. Students will learn the logical approach to recruiting and leading an effective team. Focus will also be on all aspects of entrepreneurial finance and funding. Students will learn how to make use of a standard accounting software package. Also covered are the fundamentals of raising capital, both debt and equity. Building on prior financial training, students will learn the unique characteristics of analyzing small business financial statements with an eye toward potential valuation. Finally, asset acquisition and wealth strategies will be a topic pertinent to all who desire to pursue an entrepreneurial venture.

**ENTR 495**  
*Entrepreneurship Capstone (4 cr. hrs.)*  
*Offered: Franklin*  
Prerequisite(s): Successful completion of all other Major Area courses.  
In this course, a totally integrated business plan will
be developed that encompasses all of the functional entrepreneurial areas covered in the program that are essential for supporting the creation of a new entrepreneurial venture. The business plan will be designed and tested via a simulation program completed by the student. The final draft of the plan will be presented not only to faculty but also to an investment professional for review and reaction.

**ENVIRONMENTAL SCIENCE**

**ENV 101**  
Humans and their Environment (3 cr. hrs.)  
Offered: Urbana  
Prerequisite(s): None.  
This lab course focuses on current trends in the relationship between human society and the environment, highlighting the contributions and limits of science in identifying and solving environmental problems, such as food and water scarcity, deforestation, resource degradation, and climate change. Critical analysis of opposing environmental claims and perspectives helps students apply the general background they receive in class to society’s ongoing environmental discussions. Topics considered include ecological principles of sustainability, alternative energy sources, resource-use efficiency, consumption and waste reduction, environmental policy, biodiversity, and environmental sustainability.

**EXERCISE AND SPORTS STUDIES**

**EXS 125**  
Designing Exercise Programs (3 cr. hrs.)  
Offered: Franklin and Urbana  
Prerequisite(s): HEA 152.  
This course is an introduction to exercise program design. It will review general principles for designing exercise programs for apparently healthy individuals and individuals with physical disabilities. Strategies to improve exercise compliance and adherence will be included. Legal issues in the designing of exercise programs will be addressed.

**EXS 140**  
Foundations, Principles and History of Sport (3 cr. hrs.)  
Offered: Franklin and Urbana  
Prerequisite(s): None.  
Students become familiar with the nature, scope, history and philosophy of physical education; changing concepts of physical education; and scientific foundation of physical education.

**EXS 203**  
Sport and Society (3 cr. hrs.)  
Offered: Franklin and Urbana  
Prerequisite(s): None.  
Designed to look at sport and its role in society and the influence of society on sport in the areas of preparation for life, deviance in sports, coach's role, gender, race and ethnicity, class relations and social mobility, sports and the economy, sports and the media, sports and politics, sports and religion.

**EXS 204**  
Psychology of Coaching and Sports (3 cr. hrs.)  
Offered: Franklin and Urbana  
Prerequisite(s): None.  
This course is the study of the psychological and sociological aspects of coaching and participating in competitive athletics. It includes the study of visualization and mental imagery and its effects, and athletic performance.

**EXS 252**  
Exercise Physiology (3 cr. hrs.)  
Offered: Franklin and Urbana  
Prerequisite(s): HEA 152 and EXS 125.  
Presents organ systems of the human body and the role and adaptation of the organ systems to exercise. The immediate, chronic, and residual effects of exercise and methods of prescribing exercise programs are presented.

**EXS 335**  
Principles of Strength Training and Conditioning (3 cr. hrs.)  
Offered: Franklin and Urbana  
Prerequisite(s): None.  
This course will provide students with the knowledge and skills necessary to design strength training and conditioning programs for apparently healthy individuals. Proper exercise techniques and safety will be discussed for stretching, warm-up, resistance training, plyometrics, speed, agility, and endurance programs. The course will also address facility design, scheduling, policies and procedures, maintenance, and risk management concerns.

**EXS 351**  
Kinesiology/Biomechanics (3 cr. hrs.)  
Offered: Franklin and Urbana  
Prerequisite(s): BIO 251, BIO 252 or SCIE 244  
Provides the student with an understanding of the human musculoskeletal system's anatomy and functions. Laws of
mechanics are discussed as well as the application of physics to the movement of the human body.

**EXS 400**  
**Exercise for Special Populations (3 cr. hrs.)**  
**Offered: Franklin and Urbana**  
Prerequisite(s): EXS 460.

This course is designed to introduce students to the American College of Sports Medicine (ACSM) guidelines for exercise prescription in special populations. Topics will include exercise prescription for cardiac patients, pulmonary patients, children, elderly, and pregnant women. The influence of medications and medical conditions such as obesity and diabetes will also be addressed.

**EXS 423**  
**Organization and Administration of Sports Programs (3 cr. hrs.)**  
**Offered: Franklin and Urbana**  
Prerequisite(s): EXS 140.

Covers the changing nature of administration of health, physical education, and recreation programs; administrative relationships, administrative setting; physical plant; purchase and care of supplies and equipment; legal liability; insurance management; and professional and public relations.

**EXS 460**  
**Exercise Testing and Prescription (3 cr. hrs.)**  
**Offered: Franklin and Urbana**  
Prerequisite(s): EXS 452.

This course is designed to introduce students the American College of Sports Medicine (ACSM) guidelines for exercise testing and prescription. Topics will include health screening, exercise risk assessment, methods of exercise testing, and exercise prescription. The course will have both lecture and laboratory sessions.

**EXS 491**  
**Field Experience in Exercise Science: Wellness & Fitness (6 cr. hrs.)**  
**Offered: Franklin and Urbana**  
Prerequisite(s): Senoir standing.

The student supplements theoretical classroom knowledge with practical, on-the-job experience in Wellness & Fitness, receiving close supervision and comprehensive evaluation for credit purposes by employers and college personnel. It is possible to receive a salary while doing field experience, depending upon placement opportunities. Students must be placed by the college's Office of Field Placement.

**FINANCIAL MANAGEMENT**

**FINA 301**  
**Principles of Finance (4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): Financial Accounting (ACCT 110 or 215) and either Introduction to Quantitative Reasoning (MATH 140) or Fundamental Algebra (MATH 150). Not open to students with credit for Principles of Finance (FINA 300) or to students with credit for FINA 201.

This course is designed to survey the field of finance and provide the foundation for more advanced finance coursework. Topics include sources of business and financial information, financial statement analysis, the time value of money, the nature and measurement of risk, financial institutions, investments and corporate finance.

**FINA 340**  
**Money, Banking & Financial Markets (4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): Introduction to Microeconomics (ECON 210), Introduction to Macroeconomics (ECON 220), and Principles of Finance (FINA 201 or 301). Not open to students with credit for ECON 340.
This course provides an overview of the financial system. The roles of money, financial intermediaries, financial markets, and central banks are discussed in the context of global economy.

**FINA 403**  
**Advanced Financial Management (4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): Principles of Finance (FINA 301), Managerial Accounting (ACCT 225), Statistical Concepts (MATH 215) or Statistics I (MATH 230), and Introduction to Spreadsheets (PF 106). Not open to students with credit for Financial Management (FINA 401).

An introduction to advanced concepts and methods of financial management. Topics include risk and return, asset evaluation, capital budgeting, capital structure, business financial planning and working capital management.

**FINA 405**  
**Investments (4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): Principles of Finance (FINA 301), Statistics I (MATH 230) or Statistical Concepts (MATH 215), Introduction to Spreadsheets (PF 106) and Managerial Accounting (ACCT 225). Not open to students with credit for FPLN 405.

An examination of investment markets, transactions, planning and information. Topics include investment risk and return measures, debt and equity instruments, evaluation techniques, hybrid and derivative securities, mutual funds, real estate investments, tax planning and the investment process, and portfolio management.

**FINA 410**  
**Finance Internship (1-4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): Advanced Financial Management (FINA 403) and Investments (FINA 405).

This course provides qualified students with an opportunity to receive academic credit for supervised professional training and experience in an actual work environment. This Internship is an ongoing seminar between the student, the faculty member and the employment supervisor. It involves an Internship Application and Learning Agreement, periodic meetings with the faculty representative, professional experience at a level equivalent to other senior-level courses and submission of material as established in the Internship Application and Learning Agreement. Participation cannot be guaranteed for all applicants.

**FINA 450**  
**Global Finance (4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): Principles of Finance (FINA 301) and either Introduction to Microeconomics (ECON 210) or Introduction to Macroeconomics (ECON 220).

An examination of financial management in the global economy. Topics include international financial markets, exchange rates, interest rates and inflation, exchange rate risk management, working capital management, capital budgeting, country risk analysis, long-term financing, and global strategic planning.

**FINA 480**  
**Special Topics in Finance (1-4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): Determined on a course-by-course basis and published online in the trimester Course Schedule.

This course is designed to address significant issues of current interest outside the regular Financial Management curriculum. The course topic will vary. The topic description will be published online in the Course Schedule each trimester the course is offered.

**FINA 495**  
**Financial Policy Seminar (4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): Completion of all required major courses and permission of Program Chair.

This course is designed to provide a capstone experience for Financial Management majors, challenging them to apply their knowledge of finance to actual business problems and cases. Topics considered may vary with each offering of the course.

**FINA 499**  
**Independent Studies in Finance (1-4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): Minimum 2.00 cumulative GPA, at least 16 credit hours completed at Franklin, related coursework completed with minimum grade of “B”, and permission of Program Chair.

Independent studies courses allow students in good academic standing to pursue learning in areas not covered by the regular curriculum or to extend study in areas presently taught. Study is under faculty supervision and graded on either a Pass/No Credit or a letter grade basis. (See “Independent Studies” for more details.)

**FINANCIAL PLANNING**
FPLN 300
**Principles of Financial Planning (4 cr. hrs.)**
*Offered: Franklin*
Prerequisite(s): None. Not open to students with credit for FINA 430.

An introduction to personal financial planning. Topics include the financial planning process, money management and investments, insurance needs, income tax planning, retirement planning and estate planning. Cases are used to illustrate important planning concepts, techniques and issues.

FPLN 405
**Investments (4 cr. hrs.)**
*Offered: Franklin*
Prerequisite(s): Principles of Finance (FINA 301), Statistics I (MATH 230) or Statistical Concepts (MATH 215), Introduction to Spreadsheets (PF 106), and Managerial Accounting (ACCT 225). Not open to students with credit for FINA 405.

An examination of investment markets, transactions, planning and information. Topics include investment risk and return measures, debt and equity instruments, evaluation techniques, hybrid and derivative securities, mutual funds, real estate investments, tax planning and the investment process, and portfolio management.

FPLN 410
**Financial Planning Internship (1-4 cr. hrs.)**
*Offered: Franklin*
Prerequisite(s): None.

This course provides qualified students with an opportunity to receive academic credit for supervised professional training and experience in an actual work environment. This Internship is an ongoing seminar between the student, the faculty member and the employment supervisor. It involves an Internship Application and Learning Agreement, periodic meetings with the faculty representative, professional experience at a level equivalent to other senior-level courses and submission of material as established in the Internship Application and Learning Agreement. Participation cannot be guaranteed for all applicants.

FPLN 430
**Tax Planning (4 cr. hrs.)**
*Offered: Franklin*
Prerequisite(s): Principles of Financial Planning (FPLN 300) or Personal Financial Planning (FINA 430). Not open to students with credit for FINA 355.

An introduction to federal income taxation and the role of the tax code in financial planning for individuals, businesses, and business owners. Topics include the tax environment, fundamentals of income tax planning, the measurement of taxable income, the taxation of business income, individual income taxation, and the tax compliance process.

FPLN 440
**Risk Management & Insurance Planning (4 cr. hrs.)**
*Offered: Franklin*
Prerequisite(s): Principles of Financial Planning (FPLN 300) or Personal Financial Planning (FINA 430). Not open to students with credit for FINA 432.

An introduction to the techniques and issues of risk management and insurance for businesses and individuals. Topics include legal principles in risk and insurance, insurance contracts, personal property and liability risk, life and health risks, social insurance, insurance companies and product markets, insurance pricing, insurance taxation, government regulation of insurance, and professional ethics and market conduct.

FPLN 450
**Retirement Savings & Income Planning (4 cr. hrs.)**
*Offered: Franklin*
Prerequisite(s): Principles of Financial Planning (FPLN 300) or Personal Financial Planning (FINA 430). Not open to students with credit for FINA 434.

An introduction to retirement planning concepts, procedures, and issues for individuals, businesses, and business owners. Topics include understanding and evaluating client retirement objectives, qualified and non-qualified retirement plans, tailoring retirement plans to client needs, funding retirement plans and investing plan assets, retirement planning for individual clients, post-retirement monetary needs, tax considerations in retirement planning, and retirement plan distributions.

FPLN 460
**Estate Planning (4 cr. hrs.)**
*Offered: Franklin*
Prerequisite(s): Principles of Financial Planning (FPLN 300) or Personal Financial Planning (FINA 430), Investments (FINA/FPLN 405), Tax Planning (FINA 430) or Income Taxation for Financial Planning (FINA 355), Risk Management & Insurance Planning (FINA 440) or Insurance & Financial Planning (FINA 432), and Retirement Savings & Income Planning (FINA 450 or FINA 434). Not open to students with credit for FINA 436.

An introduction to the principles and techniques in estate planning. Topics include the use of living and testamentary...
trusts, joint ownership of property, life insurance, charitable
dispositions, inter vivos gifts, and the marital deduction to
efficiently conserve and transfer wealth, consistent with the
client's goals.

**FPLN 495**  
**Financial Plan Development (4 cr. hrs.)**  
**Offered: Franklin**
Prerequisite(s): Principles of Financial Planning (FPLN 300) or Personal Financial Planning (FINA 430), Investments (FINA/FPLN 405), Tax Planning (FPLN 430) or Income Taxation for Financial Planning (FINA 355), Risk Management & Insurance Planning (FPLN 440) or Insurance & Financial Planning (FINA 432), and Retirement Savings & Income Planning (FPLN 450 or FINA 434). Not open to students with credit for FINA 490.

This course is designed to provide a capstone experience,
challenging students to apply financial planning techniques,
procedures and practices to actual problems and cases.

**FPLN 499**  
**Independent Studies in Financial Planning (1-4 cr. hrs.)**  
**Offered: Franklin**
Prerequisite(s): Minimum of 2.00 cumulative GPA, at least 16 hours completed at Franklin, related coursework completed with a minimum grade of “B”, and permission of the Program Chair.

Independent studies courses allow students in good
academic standing to pursue learning in areas not covered
by the regular curriculum or to extend study in areas
presently taught. Study is under faculty supervision and
graded on either a Pass/No Credit or a letter grade basis (See
“Independent Studies” for more details).

**FIRE & EMERGENCY SERVICES ADMINISTRATION**

**FIES 310**  
**Fire & Emergency Services Administration (4 cr. hrs.)**  
**Offered: Franklin**
Prerequisite(s): None.

This course is designed to be a progressive primer for
students who want more knowledge about fire and emergency services administration. The course
demonstrates the importance of the following skills,
necessary to manage and lead a fire and emergency services department through the challenges and changes of the 21st century: persuasion and influence, accountable budgeting, anticipation of challenges and the need for change, and using specific management tools for analyzing and solving problems. A central part of the course focuses on how the leadership of a fire and emergency services department develops internal and external cooperation to create a coordinated approach to achieving the department’s mission.

**FIES 330**  
**Human Resource Management for the Fire & Emergency Services (4 cr. hrs.)**  
**Offered: Franklin**
Prerequisite(s): None.

This course examines relationships and issues in personnel administration and human resource development within the context of fire-related organizations, including personnel management, organizational development, productivity, recruitment and selection, performance management systems, discipline, and collective bargaining.

**FIES 430**  
**Political & Legal Foundations for Fire Protection (4 cr. hrs.)**  
**Offered: Franklin**
Prerequisite(s): None.

This course examines the legal aspects of the fire services and the political and social impacts of legal issues. This course includes a review of the American legal system and in-depth coverage of legal and political issues involving employment and personnel matters, administrative and
operational matters, planning and code enforcement, and legislative and political processes with regard to the fire services.

**FIES 450**
*Applications of Fire Research (4 cr. hrs.)*
*Offered: Franklin*
Prerequisite(s): None.
This course examines the basic principles of research and methodology for analyzing current fire-related research. The course also provides a framework for conducting and evaluating independent research in the following areas: fire dynamics, fire test standards and codes, fire safety, fire modeling, structural fire safety, life safety, firefighter health and safety, automatic detection and suppression, transportation fire hazards, risk analysis and loss control, fire service applied research and new trends in fire-related research.

**FOREIGN LANGUAGE STUDIES**

**FLA 101**
*Foreign Language Studies I (3 cr. hrs.)*
*Offered: Urbana*
Prerequisite(s): None.
This course is designed for students with one semester or less experience in a foreign language. The focus is on the fundamentals of all four language skills - speaking, writing, listening, and reading. All activities are contextualized and functional so that the skills developed are applicable to the authentic language and cultural environment of the country.

**FLA 102**
*Foreign Language Studies II (3 cr. hrs.)*
*Offered: Urbana*
Prerequisite(s): None.
This course is designed for students with more than one semester experience in the foreign language being offered. The focus will be on the expansion of grammatical concepts while providing more demanding content and continuing the approach of FLA 101. Emphasis will be on the productive skills, speaking and writing.

**GEOGRAPHY**

**GEO 201**
*Principles of Geography (3 cr. hrs.)*
*Offered: Urbana*
Prerequisite(s): None.
An introduction to the study of geography. Some attention is given to physical geography and the study of earth topography, climate, and the conditions affecting human habitation. Special attention is given to the nature and distribution of resources for social and economic development. The process of globalization, issues of environmentalism, and sociopolitical conflicts resulting from inequities of development are considered in a survey of the world's principal geographic regions.

**GEO 301**
*Physical Geography (3 cr. hrs.)*
*Offered: Urbana*
Prerequisite(s): GEL 211.
A study of the earth's surface and how it changes daily, yearly and over millions of years. Topics include the land surface, earth's crust, and the alterations caused by wind, water, ice, the lower layers of the atmosphere, and upper layers of the oceans.

**GEOLOGY**

**GEL 211**
*Geology (4 cr. hrs.)*
*Offered: Urbana*
Prerequisite(s): None.
A study of the materials on the earth's crust, the processes that produce and modify them, and the development of the earth through time. Three one-hour lectures and one two-hour laboratory. Fee applies.

**GRADUATE STUDIES**

**GRAD 680**
*Special Topics in Graduate Studies (1-4 cr. hrs.)*
*Offered: Franklin and Urbana*
Prerequisite(s): Determined on a course-by-course basis and published online in the trimester Course Schedule.
A variable content course in an advanced topic in the field of graduate studies in which students pursue topics or subjects of current interest that are not part of the regular curriculum. A specific course description will be published online in the Course Schedule for the trimester the course is offered. This course counts as an elective in the student's specific graduate program.
GRAD 685
Graduate Studies: Integrated Field Experience (4 cr. hrs.)
Offered: Franklin and Urbana
Prerequisite(s): None.

This course allows students to synthesize connections between academic learning and experiences in the field by identifying a real world problem and addressing it during the field experience. This course integrates internships, service learning, civic engagement, and other valid field experiences so that students learn to transfer skills, abilities, theories, methodologies, and/or paradigms to their academic discipline. Additionally students will achieve ethical, social, and intellectual growth through the exploration of complex issues.

GRAD 770
Lean Six Sigma (4 cr. hrs.)
Offered: Franklin and Urbana
Prerequisite(s): None.

The purpose of this course is to train individuals in Lean Six Sigma skills and strategies to improve processes and provide safe, effective care environments. The learner will demonstrate the practical application of tools utilized with Lean Six Sigma methodologies. Students will have the opportunity to apply the knowledge learned during this course concurrently with a case study designed specifically to use Six Sigma methodologies. Students will develop a Lean Six Sigma project plan that can serve as the foundation for completing a major project for Lean Six Sigma certification following the completion of the course. Interested students would need to apply for Lean Six Sigma certification and complete the major project with Franklin University’s Center for Professional Training & Development.

GRAD 888
Colloquium I (1 cr. hrs.)
Offered: Franklin

This course is graded pass or fail
Prerequisite: Admission to the doctorate program.

The doctoral colloquium is designed to build a community and ensure that learners have the support, motivation and guidance necessary to succeed in their doctoral programs. The first colloquia will aid students in their transition from coursework to doctoral candidacy. Students will be oriented to the process and requirements for the upcoming comprehensive exam. In addition, they will begin to plan how to navigate and fulfill the requirements of the dissertation process. In addition, students will continue to build their learning network and community through this experience. The doctoral colloquium will be held at the University’s main campus in facilities that provide appropriate online interaction for out-of-state and international students.

GRAD 889
Colloquium II (1 cr. hrs.)
Offered: Franklin

This course is graded pass or fail
Prerequisite: MTHD 820 or MTHD 822.

The doctoral colloquium is designed to build a community and ensure that learners have the support, motivation and guidance necessary to succeed in their doctoral programs. The second colloquia will aid students in their transition from coursework to doctoral candidacy. Students will be oriented to the process and requirements for the upcoming comprehensive exam. In addition, they will begin to plan how to navigate and fulfill the requirements of the dissertation process. In addition, students will continue to build their learning network and community through this experience. The doctoral colloquium will be held at the University’s main campus in facilities that provide appropriate online interaction for out-of-state and international students.

GRAD 899
Independent Study (1-4 cr. hrs.)
Offered: Franklin

Independent Studies allow students in good academic standing to pursue learning in areas not covered in a regular course or to extend study in areas previously taught. To pursue Independent Study, a student must have:
• Achieved a minimum 3.00 cumulative GPA;
• Completed a minimum of 16 credit hours at Franklin University;
• Earned a grade of “B” or higher in a course in an area related to the study;
• Secured the sponsorship of a faculty member; and
• Filed the appropriate form no later than the end of the week before the session begins.

Given the discipline and rigor involved, students may take no more than four credits of an Independent Study per trimester. To register for an Independent Study, a student must complete an Independent Studies Proposal Form (available in Student Services) with the assistance and approval of a faculty sponsor. Normally, only full-time
faculty will conduct Independent Studies. Grading will be on a letter grade or Pass/No credit basis; changes are not permitted once approval has been given by the supervising faculty member. The complete proposal must be submitted for approval to the College Dean or designee no later than two weeks before the session begins.

**GRAD 900**

*Advanced Integrative Research (1-4 cr. hrs.)*

*Offered: Franklin*

Prerequisite: None.

In this course students will complete a course project. Students will identify a problem or dilemma in their community, workplace, and organization. Students will research a problem or dilemma throughout the course, submitting short papers and eventually developing a poster presentation at the end of the class. This class is a 15 week course that can be used towards your degree as a Doctoral elective course and can only be taken with the approval of your doctoral program chair.

**GRAD 901**

*Comprehensive Exam (1 cr. hrs.)*

*Offered: Franklin*

Prerequisite: None.

This course is designed for students to prepare and complete their comprehensive exam. Remedial strategies and actions will also be provided for students who don’t successfully pass their comprehensive exam on the first attempt.

**GRAD 902**

*Dissertation I (3 cr. hrs.)*

*Offered: Franklin*

Prerequisite: GRAD 901

In Dissertation I, doctoral candidates will complete their dissertation prospectus for approval from their dissertation committee and prepare IRB documentation for their dissertation research. The emphasis in this course is to complete drafts of chapters one, two, and three of the dissertation, with chapter three advanced to point of sufficient detail for the IRB submission.

**GRAD 903**

*Dissertation II (3 cr. hrs.)*

*Offered: Franklin*

Prerequisite: GRAD 901 and GRAD 902

In Dissertation II, doctoral candidates will finalize chapters one and two of the dissertation. Candidates will also collect data upon receiving IRB approval.

**GRAD 904**

*Dissertation III (3 cr. hrs.)*

*Offered: Franklin*

Prerequisite: GRAD 901 and GRAD 902 and GRAD 903.

In Dissertation III, doctoral candidates will complete chapters four and five and of the dissertation and make any revision necessary to the first three chapters. Students are required to defend their dissertation orally by the end of this course.

**GRAD 999**

*Study Continuation (3 cr. hrs.)*

*Offered: Franklin*

Prerequisite: None.

This course is for the doctoral student to remain continuously registered once he or she has begun the course study. This may be while the student needs to take a one-term break from studies, time for the remainder of the term to prepare for a re-take of the comprehensive exam or a continuation of dissertation work beyond the program’s scheduled three semesters of study.

**GRAPhICS**

**GRPH 117**

*Graphic Editing Software (1 cr. hr.)*

*Offered: Franklin and Urbana*

Prerequisite(s): None. Not open to students with credit for DCOM 117 or WEBD 117.

This course provides students with advanced instruction in graphic editing software. Projects will use tools, layers and filters to edit and create digital images for use in design. Note: Students without access to Franklin University’s computer laboratories will be required to obtain software at the student’s expense.
GRPH 117). Not open to students with credit for DCOM 210.

In this course students will explore the fundamental principles and creative process of graphic design. An emphasis is placed on visual problem solving skills and the creative and aesthetic aspects of traditional graphic design. The course also explores the implications of traditional graphic design in a digital format. NOTE: This is a technology course, in a technology program, and it requires the purchase of software that may be used in subsequent courses as well as being suitable for commercial work beyond completion of degree studies. For specific software requirements, consult the course syllabus.

**GRPH 310**  
**Advanced Graphic Design (4 cr. hrs.)**  
**Offered: Franklin and Urbana**  
Prerequisite(s): Fundamentals of Graphic Design (DCOM/GRPH 210). Not open to students with credit for DCOM 310.

In this course students will apply the fundamentals covered in Fundamentals of Graphic Design (DCOM/GRPH 210). A strong focus is placed on preparing students to effectively communicate ideas and information to business and consumer audiences through graphic design. Students will learn to apply these principles using traditional methods supported by computer technology.

**GRPH 317**  
**Digital Photography (4 cr. hrs.)**  
**Offered: Franklin and Urbana**  
Prerequisite(s): Learning Strategies (PF 321). Students must have a camera with a manual mode (ability to set shutter speed and lens aperture).

Digital Photography is a course covering the basics of photography. The focus will be on taking and critiquing photographs with an emphasis on creating professional images for use on the Web. Topics covered include photography and camera basics on how a camera works, lighting, composition, and special types of photography, such as portrait, nature, landscape, motion, etc. The goal is to shoot professional photographs without manipulation. The course will primarily consist of several focused photography shooting assignments requiring students to take, share, and critique images. The course will not cover digital imaging enhancement, editing, or modification of images (see GRPH 117 - Graphic Editing Software).

**GRPH 480**  
**Special Topics in Graphics (1-4 cr. hrs.)**  
**Offered: Franklin and Urbana**  
Prerequisite(s): Determined on a course-by-course basis and published online in the trimester Course Schedule.

A variable content classroom course in Graphics in which students pursue topics or subjects of current interest that are not part of the regular curriculum. A specific course description will be published online in the Course Schedule for the trimester the course is offered.

**HEALTH INFORMATION MANAGEMENT**

**HIM 150**  
**Medical Terminology (2 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): None.

This course will introduce the foundations of medical terminology nomenclature and use. Emphasis will be on the fundamentals of prefix, word root, and suffix linkages to build a broad medical vocabulary.

**HIM 200**  
**Introduction to Health Information Management (2 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): None.

Students are introduced to the roles of the health information management (HIM) professional in a variety of healthcare settings. The educational and credentialing requirements for the HIM professional will be discussed along with an overview of the U.S. healthcare delivery system, and the various reporting and accrediting requirements.

**HIM 210**  
**Clinical Classification Systems I (4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): Medical Terminology (HIM 150).

This course is an introduction to the clinical classification systems that are used to assign codes for healthcare encounters in a variety of settings. Focus will be emphasized on the International Classification of Diseases (ICD) classification system.

**HIM 215**  
**Clinical Classification Systems II (4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): Medical Terminology (HIM 150).

This course is an introduction to the clinical classification
systems that are used to assign codes for healthcare encounters in a variety of settings. Focus will be emphasized on the Current Procedural Terminology (CPT) Manual, Healthcare Common Procedure Coding System (HCPCS), and other common classification systems.

**HIM 250**

**Medical Reimbursement (4 cr. hrs.)**

*Offered: Franklin*

Prerequisite(s): HIM 210 and HIM 215

This course provides an overview of the common healthcare reimbursement methodologies used in the United States to pay for services. Emphasis will be placed on identifying and applying correct methodologies based on patient encounter type.

**HIM 300**

**Health Information Management Practice (4 cr. hrs.)**

*Offered: Franklin*

Prerequisite(s): HIM 250.

This course introduces students to the foundations of the Health Information Management profession and competencies, along with the management, legal, and ethical challenges that affect the healthcare delivery system in the United States. Students will be challenged by the dynamic landscape of healthcare, the intricacies of leadership in a diverse environment, and the issues of managing employees within a healthcare organization. As part of this course, all HIM students are required to complete an immunization and criminal background screening prior to enrolling in HIM 497 - Professional Practice Experience in Health Information Management. The $150 fee for this course is NON-refundable.

**HIM 320**

**Health Data (4 cr. hrs.)**

*Offered: Franklin*

Prerequisite(s): HIM 250.

This course introduces students to various types, definitions, relationships, uses, and interpretations of data derived from healthcare functions and processes. Students will explore information standards and representations of health data that are commonly used for patient care, reporting, reimbursement, and quality improvement programs.

**HIM 350**

**Health Informatics (4 cr. hrs.)**

*Offered: Franklin*

Prerequisite(s): Junior standing and either Healthcare Management (HCM 300), Introduction to Health Information Management (HIM 300) or Transition to Professional Nursing (NURS 310). Not open to students with credit for HCM 350.

This course will cover the history of health informatics, design and challenges of informatics infrastructure, and current issues. Topics will include HIPAA and other legislation, application of electronic health records, and other clinical and administrative applications of health information systems.

**HIM 410**

**Healthcare Information Management Internship (1-4 cr. hrs.)**

*Offered: Franklin*

Prerequisite(s): Healthcare Information Systems Management (HIM 470).

This course provides qualified students with an opportunity to receive academic credit for supervised professional training and experience in an actual work environment. This Internship is an ongoing seminar between the student, the faculty member and the employment supervisor. It involves an Internship Application and Learning Agreement, periodic meetings with the faculty representative, professional experience at a level equivalent to other senior-level courses and submission of material as established in the Internship Application and Learning Agreement. Participation cannot be guaranteed for all applicants.

**HIM 470**

**Health Information Systems (4 cr. hrs.)**

*Offered: Franklin*

Prerequisite(s): HIM 320. Not open to students with credit for HISM 470.

This course examines healthcare organizations from the perspective of managing the information systems that exist within the enterprise. Identifying the clinical and healthcare delivery processes and how they relate to information systems is a main focus. The intent of the course is to identify the key issues confronting the management of health information systems today, examine their causes, and develop reasonable solutions to these issues. Specific federal regulations, vendor solutions, and financial implications as they relate to health information systems are also examined.

**HIM 480**

**Special Topics in Healthcare Information Management (1-4 cr. hrs.)**

*Offered: Franklin*

Prerequisite(s): Determined on a course-by course basis and published online in the trimester Course Schedule.

A variable content classroom course in Healthcare
Information Systems Management in which students pursue topics or subjects of current interest that are not part of the regular curriculum. A specific course description will be published online in the Course Schedule for the trimester the course is offered.

**HIM 485**  
*Applications in Health Information Systems (2 cr. hrs.)*  
**Offered: Franklin and Urbana**  
Prerequisite(s): Health Information Systems (HIM 470); may be taken concurrently with HIM 497.

This course will require students to apply Health Information Management software, tools, and techniques to authentic healthcare situations and problems. Emphasis will be on the applications of electronic health records, common data tools and reports, and the appropriate analyses for decision-making.

**HIM 497**  
*Professional Practice Experience in Health Information Management (4 cr. hrs.)*  
**Offered: Franklin and Urbana**  
Prerequisite(s): Completion of all other HIM coursework and approval of the Program Chair; may be taken concurrently with Applications in Health Information Systems (HIM 485). Students will be required (at their own expense) to submit proof of specific health screenings and pass a criminal background check before registering for this course.

The Professional Practice Experience in Health Information Management (PPE) is the culmination and demonstration of achieved competencies within the HIM curriculum. Students are required to select an appropriate site (e.g., hospital, clinic, insurance company, government or regulatory agency, software vendor, etc.) in consultation with the HIM Program Chair, and to develop a significant HIM project, research study, or other applicable endeavor that measures their mastery of established HIM program outcomes. The typical PPE will consist of a minimum of 80 on-site hours, with an additional 20-40 hours of coursework. Students are expected to meet with the HIM Program Chair and the PPE Site Manager periodically during this course to document satisfactory progress. All PPE proposals must be approved by the Program Chair and should be submitted no later than twelve weeks prior to the course start date. Students should consult the PPE Handbook for more detailed information.

**HIM 498**  
*RHIA Exam Preparation (1 cr. hr.)*  
**Offered: Franklin**  
Prerequisite(s): Completion of all HIM Major Area requirements or permission of Program Chair; may be taken concurrently with Professional Practice Experience in Health Information Management (HIM 497).

This course is designed to prepare the student to successfully pass the Registered Health Information Management Administrator (RHIA) exam administered by the American Health Information Management Association (AHIMA). Emphasis will be on best test-taking practices, the application of critical thinking to solving complex scenarios, and reinforcing RHIA domain competencies.

**HIM 499**  
*Independent Studies in Healthcare Information Management (1-4 cr. hrs.)*  
**Offered: Franklin**  
Prerequisite(s): Minimum 2.00 cumulative GPA, at least 16 credit hours completed at Franklin, related coursework completed with a minimum grade of “B” and permission of Program Chair.

Independent studies courses allow students in good academic standing to pursue learning in areas not covered by the regular curriculum or to extend study in areas presently taught. Study is under faculty supervision and graded on either a Pass/No Credit or a letter grade basis. (See “Independent Studies” for more details.)

**HIM 702**  
*Health Information Governance (4 cr. hrs.)*  
**Offered: Franklin**  
Prerequisite(s): None.  
This course covers the broad spectrum of strategic issues in healthcare including policies, guidelines, standards, processes, and controls required to manage and implement enterprise-level information. Treating information as a strategic asset to healthcare organizations, processes to manage various risks to the quality of information and ensure its appropriate use are covered.

**HIM 710**  
*Clinical Workflow & Applications (4 cr. hrs.)*  
**Offered: Franklin**  
Prerequisite(s): None.  
This course explores requirements for clinical workflows in a variety of inpatient, outpatient, and emergency healthcare environments. It covers the documentation, review, mapping, and diagramming of clinical workflow information and processes. The course also covers the linkages between the improvement of patient care to workflow mapping and change management, as part of evidence based decision making in healthcare.

**HIM 761**  
*Healthcare Analytics (4 cr. hrs.)*
Offered: Franklin
Prerequisite(s): None.
This course addresses the process of retrieving, analyzing, and reporting intelligence to make healthcare decisions. It covers the techniques of extracting, transforming and loading data from a myriad of operational databases into corporate data warehouses, as well means to ensure that decision making is based on clean and reliable information. The course also includes ways to report the healthcare intelligence gathered.

HIM 802
Advanced Health Information Governance (4 cr. hrs.)
Offered: Franklin
Prerequisite: Completion or enrollment in ENG 800 or permission of the Program Chair.
In this course students will evaluate an organization's current health information governance infrastructure and will make recommendations for improvement that will cover the broad spectrum of strategic issues in healthcare including policies, guidelines, standards, processes and controls required to manage and implement enterprise-level information. Students will research how health data and organizational information systems are utilized as a strategic asset to healthcare organizations, process to manage various risks to the quality of information and ensure its appropriate use.

HIM 810
Advanced Clinical Workflow and Applications (4 cr. hrs.)
Offered: Franklin
Prerequisite: Completion or enrollment in ENG 800 or permission of the Program Chair.
In this course students will evaluate an organization's existing clinical workflows to include a variety of inpatient, outpatient and emergency healthcare environments. Material in the course covers the documentation, review, mapping and diagramming of clinical workflow information and processes. Students will also assess and make recommendations for improvement of patient care to workflow mapping and change management, as part of evidence based decision making in healthcare.

HIM 861
Advanced Healthcare Analytics (4 cr. hrs.)
Offered: Franklin
Prerequisite: Completion or enrollment in ENG 800 or permission of the Program Chair.
In this course students will evaluate an organization's existing process of retrieving, analyzing and reporting intelligence to make healthcare decisions. Student will assess and make recommendations for improvement on the techniques of extracting, transforming and loading data from a myriad of operational databases into corporate data warehouses, as well means to ensure that decision making is based on clean and reliable information. Students will also develop skills for reporting the healthcare intelligence gathered.

HEALTH STUDIES

HEA 152
Wellness (3 cr. hrs.)
Offered: Franklin and Urbana
Prerequisite(s): None.
This course is designed to assist students when making intelligent decisions throughout life in order to achieve an optimal level of wellness. Emphasis will be placed on the wellness concept and its relationship to fitness, nutrition, self-esteem, and stress management. The areas of catastrophic diseases, aging process, and medical consumerism will be covered.

HEA 206
CPR (1 cr. hrs.)
Offered: Urbana
Prerequisite(s): None.
Methods and techniques in Cardio Pulmonary Resuscitation. An American Red Cross examination for CPR for the Professional Rescuer will result in CPR certification.

HEA 216
Physiology of Aging (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): None.
An overview of the physical changes that accompany the aging process and the influences of environment and behavior on these processes. The maintenance of health will be discussed as well as the role and response of the healthcare system to aging.
HEA 254  
Nutrition and Fitness (3 cr. hrs.)  
Offered: Franklin and Urbana  
Prerequisite(s): None.  
Basic principles of nutrition as they apply to the general population in the maintenance of optimum health and to the competitive athlete with the objective of attaining optimum performance levels.

HEALTHCARE MANAGEMENT

HCM 200  
Healthcare Management Terminology (2 cr. hrs.)  
Offered: Franklin  
Prerequisite(s): Junior standing or permission of the Program Chair.  
This course is a primer for individuals with little or no healthcare experience. The course covers the broad range of topics discussed in public health policy and in the healthcare setting. Terminology is associated with finance and reimbursement, managed care, quality and patient safety, government regulations, legal issues and accreditation.

HCM 300  
Healthcare Management (4 cr. hrs.)  
Offered: Franklin  
Prerequisite(s): Junior standing and either Principles of Management (MGMT 312) and Organizational Behavior (MGMT 325), or completion of the HIM technical area.  
This course provides students with an overview of concepts and issues related to healthcare leadership. It is generally a required course for any subsequent healthcare management courses. Through the examination of management topics and healthcare situations, the student will explore the skills and knowledge needed to be successful in a diverse healthcare environment. Topics include healthcare leadership, organizational design as it relates to the uniqueness of healthcare organizations, managing professionals, and diversity in the workplace.

HCM 320  
Healthcare Financial Management I (4 cr. hrs.)  
Offered: Franklin  
Prerequisite(s): Junior standing and Financial Accounting (ACCT 215).  
This is the first of two healthcare finance courses. Healthcare Financial Management I begins with an introduction to healthcare finance and a description of the current financial environment in which healthcare organizations function. It then will explore the basics of financial and managerial accounting, presenting concepts that are critical to making sound financial decisions to better the cost-effectiveness of the organization.

HCM 340  
Community Health (4 cr. hrs.)  
Offered: Franklin  
Prerequisite(s): Junior standing and Healthcare Management (HCM 300) or Introduction to Health Information Management (HIM 300).  
Declining reimbursement impacts the role healthcare organizations play in community health and disease prevention. This course focuses on specific strategies healthcare managers can use to benefit the health of communities. Topics include the role of healthcare stakeholders in promoting community health, connecting with the community, and community benefit standards.

HCM 410  
Healthcare Management Internship (1-4 cr. hrs.)  
Offered: Franklin  
Prerequisite(s): Approval of Program Chair.  
This course provides qualified students with an opportunity to receive academic credit for supervised professional training and experience in an actual work environment. This Internship is an ongoing seminar between the student, the faculty member and the employment supervisor. It involves an Internship Application and Learning Agreement, periodic meetings with the faculty representative, professional experience at a level equivalent to other senior-level courses and submission of material as established in the Internship Application and Learning Agreement. Participation cannot be guaranteed for all applicants.

HCM 422  
Healthcare Outcomes & Quality Management (4 cr. hrs.)  
Offered: Franklin  
Prerequisite(s): Junior standing, Healthcare Management (HCM 300) or Health Informatics (HIM 350), and Statistical Concepts (MATH 215).  
This course will explore the essential principles and techniques of quality improvement applied to patient care and the management of services in healthcare organizations. The importance of quality management in leadership of organizations will be emphasized. Topics include fundamentals of quality management, system thinking and goal setting, improvement theories, data collection, statistical tools, medical errors and reporting,
public perceptions and organizational accountability.

**HCM 432**  
**Healthcare Financial Management II (4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): Junior standing and Healthcare Financial Management I (HCM 320).

An extension of Healthcare Financial Management I, this course offers an advanced and in-depth look at how healthcare managers can apply financial management theory and principles learned in Healthcare Financial Management I to make sound decisions in an ever changing healthcare economic climate. The course will be supplemented by case studies which will focus on topics contained in the course.

**HCM 442**  
**Legal Aspects of Healthcare Management (4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): Healthcare Management (HCM 300), Introduction to Health Information Management (HIM 300) or Transition to Professional Nursing (NURS 310).

Individuals in the healthcare industry face ever changing legal and ethical trends in their environment. Practitioners, therefore, need to develop specific skills to evolve into the role of a change agent in order to manage these trends. This course will provide the student with the skills necessary to mitigate liability through risk management principles, develop relationship management skills, apply an ethical decision-making framework, incorporate employment law procedures, and manage communication.

**HCM 472**  
**Contemporary Issues in Healthcare Management (4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): Junior standing and Healthcare Management (HCM 300), Introduction to Health Information Management (HIM 300) or Transition to Professional Nursing (NURS 310). Not open to students with credit for HCM 332.

This is an issues oriented course that examines the healthcare delivery system in the United States. The course examines the entire continuum of care and uses the construct of a fully integrated system as a means to evaluate the current system to develop recommendations for further developments. Our intent is to identify the key issues confronting healthcare today, examine the causes and develop reasonable solutions to the current set of problems.

**HCM 495**  
**Healthcare Management Capstone (4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): Senior standing and completion of all other Major Area courses.

The Healthcare Management Capstone is designed to assimilate and integrate knowledge and skills from previous coursework and field experiences. This class focuses on the key issues impacting the administration of today’s healthcare organizations and explores how those issues impact the delivery of care. The Healthcare Management Capstone prepares students to enter management positions in a healthcare setting. The goals of the course are to provide a solid foundation of applying managerial knowledge within the healthcare industry. The students will demonstrate the knowledge in a professionally competent manner conducive to the advancement of healthcare in the local community. This will include: the ability to express state-of-art knowledge about current issues facing the healthcare industry; and the ability to analyze and synthesize solutions to pressing healthcare issues. This course is designed to meet the Healthcare Management Program outcomes.

**HCM 499**  
**Independent Studies in Healthcare Management (1-4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): Minimum 2.00 cumulative GPA, at least 16 credit hours completed at Franklin, related coursework completed with a minimum grade of “B” and permission of Program Chair.

Independent studies courses allow students in good academic standing to pursue learning in areas not covered by the regular curriculum or to extend study in areas presently taught. Study is under faculty supervision and graded on either a Pass/No Credit or a letter grade basis. (See “Independent Studies” for more details.)

**HCM 699**  
**Independent Studies in Graduate Healthcare Management (1-4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): Permission of Program Chair.

Independent studies courses allow students in good academic standing to pursue learning in areas not covered by regular curriculum or to extend study in areas currently taught. Study is under faculty supervision and graded on a letter-grade basis. (See “Independent Studies” for details.)

**HCM 733**  
**Financial & Managerial Accounting in Healthcare Organizations (4 cr. hrs.)**  
**Offered: Franklin**
Prerequisite(s): None.

The purpose of this course is to provide students with the fundamental concepts and calculations associated with financial accounting and managerial accounting within a healthcare organization. Students will study the foundational aspects of financial accounting with a primary focus on financial statements and the uses of the information in these statements. Students will also study the functional aspects of managerial accounting to include cost behavior, cost allocation, pricing, planning, budgeting, profit analysis, and performance evaluation. Application of these concepts will include analysis of case studies.

HCM 735
Healthcare Delivery Systems (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): None.

The course provides an extensive overview of leadership in the U.S. health services system. The focus of the course will be on the role health services leadership plays in the delivery of healthcare services, to include managing with professionals, financial management, services utilization, and other aspects of the U.S. healthcare system. The student will explore the key theoretical and practical elements of leadership as well as current issues clarifying how the U.S. health services system is organized, managed, and financed.

HCM 742
Healthcare Law & Ethics (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): None.

In this course the student will develop a strong foundation of health law, enabling them to deal with common legal and practical moral and ethical issues facing the healthcare organization on a daily basis. Topics will include statutory laws, rules and regulations, review of tort laws, criminal law, contract law, civil procedures and trial practice. The student will examine numerous legal, moral, and ethical issues.

HCM 745
Healthcare Financial Management (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): Financial & Managerial Accounting in Healthcare Organizations (HCM 733) or permission of Program Chair.

The student will examine the theory and techniques used by healthcare executives to analyze financial status and trends. Topics include financial planning, budgeting, risk assessment, rate setting, financial controls, management care, cost accounting, and capital financing of healthcare organizations. The importance of proper financial management to effective healthcare leadership is emphasized.

HCM 752
Health Policy (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): None.

This course will explore the essential conceptual and analytical understanding of health policymaking and politics, including their impact on health administration and leadership. Selected policy issues will be explored through the application of political concepts and behavioral models, including a system model of policymaking. The emphasis will be on understanding the health leaders approach to the policymaking system, become involved in it, and work through it to attain their objectives and those of their organization.

HCM 762
Global Health (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): Healthcare Delivery Systems (HCM 735) or Methodological Reasoning & Quantitative Analysis (PUAD 715).

The student will examine demographic measurements, epidemiological methods, outcomes assessment, health promotion, and disease prevention from a global perspective.

HCM 765
Healthcare Operations Management (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): None.

Students will explore concepts and theories of operations and supply chain management. The student will develop both knowledge and skills in solving the operational problems of healthcare organizations.

HCM 772
Healthcare Strategic Management (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): Completion of all other Major Area Courses.

The student will examine principles of strategic management applied to healthcare organizations. The course through critical assessments of the real world environment and case studies on strategy formulation, implementation, and evaluation will examine alternative strategic frameworks for healthcare organizations. Topics will include, mission, vision statement development, environmental assessments, analysis of strengths,
weaknesses, opportunities and threats, use of critical success factors, development of business plans, and other techniques for strategic planning and management.

**HCM 810**

*Organizations, Community, and Global Health (4 cr. hrs.)*

*Offered: Franklin*

Prerequisite: Completion or enrollment in ENG 800 or permission of the Program Chair.

This science of epidemiology is essential for projecting the population health needs, and appropriate allocation of public and private resources. This course focuses on the utilization of epidemiologic studies and techniques as a basis for organizational policy and administrative decision-making. Students will examine the connection between organizational leadership and social health. Students will create and recommend organizational strategies that enhance organizational, community, and global health.

**HCM 820**

*Healthcare Policy, Regulations and Reform (4 cr. hrs.)*

*Offered: Franklin*

Prerequisite: Completion or enrollment in ENG 800 or permission of the Program Chair.

This course will explore various aspects of corporate, state and federal policy making. Students will examine the impact of existing health policies on healthcare organizations, providers and patients. Students will develop skills to influence and change existing healthcare policies. Students will also create and propose a new healthcare policy.

**HCM 830**

*Healthcare Economics, Resources and Finance (4 cr. hrs.)*

*Offered: Franklin*

Prerequisite: Completion or enrollment in ENG 800 or permission of the Program Chair.

This course will examine the importance of resource and financial management in a healthcare organization. Students will determine the financial status of a healthcare organization and create strategic plans to sustain healthcare services. This course will also explore the various concepts driving healthcare economics. This course will also critique the use of organizational supplies, human resources, and technology.

**HCM 840**

*Healthcare Quality, Process and Improvement (4 cr. hrs.)*

*Offered: Franklin*

Prerequisite: Completion or enrollment in ENG 800 or permission of the Program Chair.

This course will examine various aspects of patient safety, quality improvement and risk management in healthcare. Students will compare and contrast several process improvement models with the goal of improving organizational efficiency, patient safety, and service quality. Students will also research governmental agencies driving quality improvement in healthcare organizations.

**HISTORY**

**HST 201**

*United States History I: 1492-1865 (3 cr. hrs.)*

*Offered: Urbana*

Prerequisite(s): None.

A survey of United States history from its colonial beginnings through the Civil War (1865). The general political, constitutional, social-intellectual, and economic development of the nation will be examined. Special attention will be given to the following topics: Americanization of the colonies, the institution of slavery, emerging nationalism, reform movements, industrialization, continental expansionism, sectionalism, and the Civil War.

**HST 202**

*United States History II: 1866 to the Present (3 cr. hrs.)*

*Offered: Urbana*

Prerequisite(s): None.

A survey of U.S. history from Reconstruction (1865) through the present. The general political, constitutional, social-intellectual, and economic development of the modern nation will be examined. Special attention will be given to the following topics: Reconstruction, Industrialization, Progressivism, World Wars and the Great Depression, Cold Wars, Civil Rights, the Vietnam War, changes in the modern economy, the role of the United States in world affairs, and the late 20th and early 21st century presidents.
Ohio History (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): HST 201, HST 202.
A survey of Ohio’s history from its early Native American inhabitants to the present. The general geographical, social, cultural, political, constitutional, intellectual, and economic development of Ohio will be examined. Special attention will be given to the following topics: geographic regions, cultural interactions, life in Ohio, statehood, and the significance of Ohio in national history.

HST 221
World Civilization I (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): None.
A survey of the major historical periods in civilization from early beginnings to circa 1500 A.D. Students will gain perspectives of world civilization in addition to Western cultural focuses. This survey will integrate art, philosophy, science, and history into meaningful themes.

HST 222
World Civilization II (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): None.
A survey of the major historical periods in civilization from circa 1500 A.D. to the present. Students will gain perspectives of world civilization in addition to Western cultural focuses. This survey will integrate art, philosophy, science, and history into meaningful themes.

HST 250
The Johnny Appleseed Experience (2 cr. hrs.)
Offered: Urbana
Prerequisite(s): None.
This course is a survey of the life of John Chapman who was also known by the popular name, Johnny Appleseed. Mr. Chapman’s life and the time in which he lived will be reviewed in reference to the interrelationships of geopolitical systems, economics and interpersonal contacts. Students will explore many different aspects of Mr. Chapman’s life including his spiritual beliefs, his occupational pursuits and his business model. Students are responsible to read all of the information provided through this course, including all the material from the textbook, the course outlines and other resource materials and then complete the assignments each week by the deadline stated for that week. This course may be offered also online or as a hybrid.

HST 301
History of Africa (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): HST 222.
An exploration of the history of the continent from earlier times to the present. Considers the political and socioeconomic processes of state formation, technological diffusion, Islam, slavery, colonialism, and current underdevelopment.

HST 312
Medieval Europe (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): HST 221.
An exploration of the development of civilization during the Middle Ages. Students will read selections relating to artistic, literary, mathematical, musical, philosophical, political, religious and scientific achievements. Students will be encouraged to explore the views of the world expressed by representative figures of the time, to compare these views with their own, and to evaluate the achievements of this age and their influence on modern American society.

HST 314
The Renaissance and Reformation (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): HST 221, HST 222.
An exploration of the development of civilization during the Renaissance. Students will read selections relating to artistic, literary, mathematical, musical, philosophical, political, religious, and scientific achievements. Students will be encouraged to explore the views of the world expressed by representative figures of the time, to compare these views with their own, and to evaluate the achievements of this age and their influence on modern American society.

HST 325
Modern Imperialism (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): HST 222.
An exploration of Modern Imperialism from the European expansion in the fifteenth century, through the breakup of empires in the twentieth century, and the emergence of a globalized world. Special attention will be given to the interaction of civilizations and cultures outside of Europe. Topics to be addressed will include the issue of European exceptionalism and the rise of the West, the variety of responses to Western expansion, and the arguments over the effects of modern imperialism on the world.
HST 341  
**United States Social & Cultural History (3 cr. hrs.)**  
*Offered: Urbana*  
Prerequisite(s): HST 201, HST 202.  
An exploration of the development of the social and cultural history of the United States from the colonial period to today. Emphasis is placed upon the United States' diverse peoples and the cultural forces that shaped their daily lives. Special attention will be given to: Native American, African Americans, Reform Movements, Popular Culture, with emphasis on race, class, gender, ethnicity, technology, environment, industrialization, urbanization, immigration, migration and wars.

HST 350  
**Topics in History (3 cr. hrs.)**  
*Offered: Urbana*  
Prerequisite(s): HST 201, HST 202, HST 221, HST 222, and junior/senior status or permission of the instructor.  
This course number includes rotating special topics in history to include current trends in the study of history. Repeatable, provided course content changes.

HST 351  
**United States Women's History (3 cr. hrs.)**  
*Offered: Urbana*  
Prerequisite(s): HST 201, HST 202, and junior/senior status.  
An exploration of United States History from colonial to the present using the history of women and gender as the primary analysis. Emphasis is placed on women's history, incorporating factors of race, class, region, ethnicity, and age, but also tracing how the changing definitions of gender for both males and females has affected general historical trends.

HST 412  
**Twentieth Century Europe (3 cr. hrs.)**  
*Offered: Urbana*  
Prerequisite(s): HST 222.  
An in-depth study of 20th century European history. The course begins with the causes, events, and settlements of World War I. Major topics in chronological order are as follows: The Bolshevik Revolution and the development and organization of Soviet Russia; the rise of dictatorships in Eastern Europe; the rise of Hitler and Nazi Germany; the Spanish Civil War; the decline of France in the 1930's, causes and events of World War II; post-war settlements and the coming of the Cold War; the development of contemporary Europe.

HST 421  
**Field Experience (1-5 cr. hrs.)**  
*Offered: Urbana*  
Prerequisite(s): HST 201, HST 202 and junior/senior status.  
With the assistance of the supervising faculty member, the student will intern at a community agency that provides historical services, such as a museum, an archives, a preservation laboratory, or an archaeological site. Consideration will be given to matching the student's career goals with his/her placement at an agency. A final paper integrating the student's historical study and historical management theory with actual agency practice is required.

HST 499  
**Senior Seminar in History (3 cr. hrs.)**  
*Offered: Urbana*  
Prerequisite(s): 15 hours of History credit, with 12 hours at the 300 level or above, and permission of the Dean of the College of Arts, Sciences and Technology.  
Capstone course involving an independent research project and an assessment of the student's entire undergraduate program especially of the major. The student will work under the direction of his/her advisor and the project will be evaluated by at least one other faculty member.

**HONORS**

HON 103  
**Honors University Seminar (1 cr. hrs.)**  
*Offered: Urbana*  
Prerequisite(s): None.  
A mandatory course for all Honors program students, Honors 103 is designed as an orientation to both the Honors program and Urbana University as a whole. Students will be introduced to the university environment, the Honors program, and the social and academic expectations for college students. Providing a “support group” during this critical period of adjustment and examining problems common to the Honors experience, Honors 103 helps new students develop the strategies and knowledge for a successful career at Urbana University. This course is graded on a pass/fail basis and covers the UNI 101 requirement.

HON 121  
**Arts and Culture (3 cr. hrs.)**  
*Offered: Urbana*  
Prerequisite(s): None.
This interdisciplinary course teaches students to reflect on the history of the world through the lens of art, architecture, literature, music, philosophy and religion. Emphasis will be placed on the understanding of civilizations across time and space and the expression of their values. Students will be encouraged to reflect on the context of their own heritage and beliefs and the contributions of other heritages to the richness of a global humanity. This course covers the FIA 102 and HST 221 core requirements.

**HON 203**  
*Honors Literary Studies (3 cr. hrs.)*  
*Offered: Urbana*  
Prerequisite(s): ENG 106 or placement.

Advanced literary analysis and composition via classic texts of world literature from pre-history to the present. This course cultivates close reading of complex texts of philosophic, historic, and literary importance in tandem with an intense focus on advanced collegiate writing and editing, and bibliographic skills. Western and non-Western literatures are studied. This course covers the ENG 202 core requirement.

**HON 305**  
*Western Political Thought (3 cr. hrs.)*  
*Offered: Urbana*  
Prerequisite(s): ENG 106 or placement.

This course is a survey of Western political thought from Plato to the Social Contract Theorists; on through to the American Constitutional Framers and on to Postmodern thought. Topics surveyed include human nature, justice, freedom, truth and the nature of political domination versus freedom and political legitimacy. The political philosophies of Plato, Aristotle, Augustine, Aquinas, Machiavelli, Rousseau, Hobbes, Locke, Jefferson, Paine, Mill, Marx, Lenin, the Frankfurt School, Arendt, Rawls, Walzer and Foucault will be reviewed. POS 305 is a direct substitution for this course, and this course covers the ECO or POS and REL or PHI core requirements.

**HON 350**  
*Great Books Colloquium (2 cr. hrs.)*  
*Offered: Urbana*  
Prerequisite(s): HON 202, Dean’s List with Junior/Senior standing.

This course is an interdisciplinary approach to the study of Great Books. The shared inquiry method will be used to explore both classic and contemporary works. Students are expected to be active participants in the search for meaning in the chosen selections. This course can be taken for credit multiple times, as the content changes each time it is offered. This course is required for Honors College students. Open to the public for credit, audit or senior citizens.

**HON 361**  
*History and Philosophy of Math and Science (3 cr. hrs.)*  
*Offered: Urbana*  
Prerequisite(s): None.

A study of several important ideas in the history of mathematics and science, with emphasis on cultural contexts, influences, and philosophical foundations. Topics may vary according to interest, but will include ancient Greece, Early Islam, Fibonacci and transmission of Greek and Islamic mathematics to Europe, the scientific revolution and the development of the calculus, abstraction and formalism in the 19th century, and set theory and logic in the 20th century. MAT 361 is a direct substitution for this course, and this course covers the additional MAT or SCI core requirement.

**HON 400**  
*Service Internship (3 cr. hrs.)*  
*Offered: Urbana*  
Prerequisite(s): Permission from Director of Honors.

This course is intended for Honors students in majors that do not include internship or field experience courses. For the Honors service internship, a student or group of students undertake a professional or volunteer internship at a cooperating not-for-profit or other recognized service project, as approved by the Director of Honors and other appropriate Urbana University officials. A reflective essay or other appropriate form of evaluation of the experience and its value is expected. Student sin majors that provide internship or field experience courses may, at the discretion of the Director of Honors, petition for a substitution for HON 400; accepted substitutions will require the reflective essay or other evaluation materials before credit is given.

**HON 480**  
*Research Project (3 cr. hrs.)*  
*Offered: Urbana*  
Prerequisite(s): None.

This course involves individualized study, informal conferences to allow discussion, and original research on a specific topic of study for students in the Honors program. Interested students must submit a research proposal before the course can be added; as part of the proposal process, the student(s) and the supervising research instructor mutually agree on the topic and its evaluation prior to the Director on Honors, the appropriate deans and other administrators, and Urbana University’s Institution Review board, as necessary.
HON 492
Honors Seminar in Personal Philosophy (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): Junior or senior standing.

This is a capstone course designed to capture the experience of students in the Honors program; as such, it will draw on the knowledge of the previous Honors courses and the students’ specific majors. The students will be asked to develop presentations centered on the ways their identities and sense of self have been constituted in culture and society; to facilitate this reflection on self, we will look at the ways contemporary arts, literature, and philosophy reflect our global culture and our sense of our own place in it. The course will end with a research paper synthesizing the above interests and concerns, especially as connected to the students' plans for the future. Honors 492 is also open to students on the Dean's List the semester immediately prior. This course covers the PHI 492 core requirement.

HUMAN RESOURCES MANAGEMENT

HRM 300
Human Resources Management (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): Junior standing and Business Principles (BSAD 110) or Introduction to Public Administration (PUAD 305). Not open to students with credit for Personnel Administration, Human Resources Management (HRM 322) or MGMT 300.

An introduction to the human resources function and related elements and activities. The course outlines the roles and functions of members of the human resources department, as well as educating others outside human resources, in how their roles include human resources-related activities. The student will learn about the evolution in human resources management as we know it today. Emphasis is placed on the modern day importance of HRM and the new “corporate view” of the function. Additionally, the student will be exposed to the view of HRM from the perception of both management and subordinate employees. The importance of maintaining fair and equitable compensation and benefit programs will be discussed. The student will be exposed to practical situations and problem solving regarding areas of employee counseling, discipline and termination. Equal Employment Opportunity will be discussed in order for the student to understand its need, importance and the legal issues surrounding it. Other critical areas of training and development, staffing and strategy will also be explored.

HRM 301
Staffing (4 cr. hrs.)

HRM 302
Training & Development (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): Human Resources Management (HRM 300) or Introduction to Public Administration (PUAD 305).

This course covers the theories and techniques of training and development from strategic and operational perspectives. Emphasis is placed on employee needs assessment, program design, implementation and evaluation. Learning theories and long-term development for global competitiveness are discussed.

HRM 400
Performance Management (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): Organizational Behavior (BSAD/MGMT 325). Not open to students with credit for AMGT 400.

This course uses a systems perspective to identify, select, develop, and evaluate solutions to document and improve the performance of individuals, groups, and organizations. Students will learn how to analyze performance problems and make recommendations at the employee, job, and organizational level that will assist the organization and its employees in achieving organizational goals and managing change. Students will also learn how to bridge the gap between organizational strategy, individuals, and departments.

HRM 401
Compensation & Benefits (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): Introduction to Spreadsheets (PF 106), Human Resources Management (HRM 300), Statistical Concepts (MATH 215), and Business & Professional Writing (ENG 320).

This course is an in-depth examination of pay and benefit theories and practices. The course analyzes job evaluation techniques, salary surveys, individual and group performance-based pay, as well as insurance and pension plan administration.
**Employee & Labor Relations (4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): Human Resources Management (HRM 300).

This course evaluates the current environment of employee and labor relations. Students will compare and distinguish the differences between employee relations and labor relations environments. Topics such as handbooks versus contracts, employee discipline versus grievance procedures, and workplace compliance laws, such as ADA, FMLA, sexual harassment, and the Civil Rights Act are discussed.

**HRM 410**  
**Human Resources Management Internship (1-4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): Business Principles (BSAD 110) and completion of a course in the major area of study.

This course provides qualified students with an opportunity to receive academic credit for supervised professional training and experience in an actual work environment. This Internship is an ongoing seminar between the student, the faculty member and the employment supervisor. It involves an Internship Application and Learning Agreement, periodic meetings with the faculty representative, professional experience at a level equivalent to other senior-level courses and submission of material as established in the Internship Application and Learning Agreement. Participation cannot be guaranteed for all applicants.

**HRM 420**  
**Principles of Organizational Development (4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): Organizational Behavior (BSAD/MGMT 325). Not open to students with credit for MGMT 345, MGMT 401, or AMGT 420.

This course provides students with an overview of the emergence and development of organizational development as a field, processes for diagnosis and intervention, and basic skills needed to facilitate individual, small group, and organizational change. The course will also cover key concepts in organizational transformation, organizational development in global settings, and future directions in the field.

**HRM 480**  
**Special Topics in Human Resources Management (1-4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): Determined on a course-by course basis and published online in the trimester Course Schedule.

A variable content classroom course in Human Resources Management in which students pursue topics or subjects of current interest that are not part of the regular curriculum. A specific course description will be published online in the Course Schedule for the trimester the course is offered.

**HRM 495**  
**Strategic Human Resources Management Capstone (4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): Senior standing in Human Resources Management major.

Capstone course for HRM majors. Investigates the strategic management process from the HR perspective. Topics include strategic HR, strategic alignment, balanced scorecard and competitive strategic analysis. Intensive use of case analysis, including a cross-functional senior practicum with students from Finance, Marketing and Management Information Systems majors.

**HRM 499**  
**Independent Studies in Human Resources Management (1-4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): Minimum 2.00 cumulative GPA, at least 16 credit hours completed at Franklin, related coursework completed with a minimum grade of “B” and permission of Program Chair.

Independent studies courses allow students in good academic standing to pursue learning in areas not covered by the regular curriculum or to extend study in areas presently taught. Study is under faculty supervision and graded on either a Pass/No Credit or a letter grade basis. (See “Independent Studies” for more details.)

**HRM 701**  
**Human Resource Management (4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): None.

This course provides a framework for an in-depth understanding of day-to-day, practical approaches/aspects of problems/challenges that impact the human resource management field. Topics include recruiting, hiring, training, retaining, rewarding, and promoting employees; compensation and benefits; employment planning, performance management systems, and succession planning; labor relations; and managing organizational relationships.

**HRM 702**  
**Employee Rights, Responsibilities & Discipline (4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): Human Resource Management (HRM 701)
The primary purpose of this course is to introduce the principle theories and practices in the area of employment and workplace law. Topics include the federal and state laws associated with hiring, firing and discipline, medical leave (including FMLA, ADA and worker’s compensation), discrimination, harassment, immigration, labor law, unemployment compensation, workplace privacy. Additional topics may include workplace investigations, workplace violence and employment-related legal processes, including EEOC Charges and lawsuits.

**HRM 703**  
**Labor Relations: Process & Law (4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): Human Resource Management (HRM 701) or Methodological Reasoning & Quantitative Analysis (PUAD 715).

This course examines employment relations from a historical perspective including the creation and rise of unionism, the evolution of collective bargaining, recent civil rights acts affecting the workplace, and concludes by envisioning what the future may hold regarding employee, employer relations. Topics include the role and responsibilities of the HR manager with regard to employment relations, the legal framework of contract negotiations and administration through the lens of the National Labor Relations act and strategies and tactics used for union avoidance.

**HRM 704**  
**Performance Appraisal Systems (4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): Human Resource Management (HRM 701) or Methodological Reasoning & Quantitative Analysis (PUAD 715).

This course provides an in-depth understanding of performance appraisals and related issues. Topics focus on goal-setting, feedback and the rating process.

**HRM 705**  
**Compensation Design & Administration (4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): Human Resource Management (HRM 701) or Methodological Reasoning & Quantitative Analysis (PUAD 715).

This course examines compensation and benefits administration and design of compensation systems, job evaluation, internal and external pay equity, wage and salary surveys, pay-for-performance plans and other forms of financial and non-financial incentives. Topics include the pay model, the role of unions, benefit options, pay for performance plans, appraisals, benefit options, and legal issues surrounding wages and benefits in domestic and international settings.

**HRM 706**  
**Organizational Development & Intervention (4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): None.

This course addresses the need for planned change focused on an organization's ability to compete strategically. The framework of consultation as helping organizations reach a level of optimum performance will be applied. Topics addressed include individual, team, and organization-wide interventions that can raise productivity/quality, improve competitiveness, increase skills, morale, and commitment.

**HRM 707**  
**Organizational Leadership (4 cr. hrs.)**  
**Offered: Franklin and Urbana**  
Prerequisite(s): None.

This course explores the elements of leadership and delineates the principles necessary for success in a global environment. Discussion of the role and function of leadership will include an in-depth analysis and study of needs impacting individuals, organizations, and society. This course provides students with leadership skills and competencies on which to build an individual model for effective leadership.

**HRM 708**  
**Strategic Human Resource Planning (4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): Human Resource Management (HRM 701), Employee Rights, Responsibilities & Discipline (HRM 702), Labor Relations: Process & Law (HRM 703), Performance Appraisal Systems (HRM 704), and Compensation Design & Administration (HRM 705); or Methodological Reasoning & Quantitative Analysis (PUAD 715).

The course will introduce students to the field of strategic human resource management (SHRM). Current topics in SHRM that have resulted from environmental and organizational challenges, e.g., technology, globalization, legislation, restructuring, work/life balance, changing labor markets, are discussed Emphasis will be placed on problems solving issues, policies, and practices affecting HR specialists, practitioners, and managers.

**HRM 709**  
**International Human Resource Management (4 cr. hrs.)**  
**Offered: Franklin**
Prerequisite(s): Human Resource Management (HRM 701) or Methodological Reasoning & Quantitative Analysis (PUAD 715).

This course examines the major factors involved in managing international assignments including strategic selection, training, organizational development, cultural adjustment, repatriation, and immigration.

**HRM 710**  
**Capstone Project (4 cr. hrs.)**  
**Offered: Franklin**


Directed research allows the students an opportunity to conduct an independent research project or examine a specific area of interest under the mentorship of a professor. This course also equips students to conduct the types of research and information-gathering projects that are a significant part of the organizational life of most HR managers and leaders. Students will submit a proposal to formulate and develop a project.

**HUMANITIES**

**HUMN 210**  
**Introduction to Logic & Critical Thinking Skills (2 cr. hrs.)**  
**Offered: Franklin**

Prerequisite(s): College Writing (ENG 120) and Learning Strategies (PF 321).

The goal of this course is to help you improve as a critical, logical thinker. You will be introduced to the art of formulating and assessing arguments according to the standards of logical thinking and critical analysis. You will discover how to apply these valuable skills to your studies and everyday life, learning how to overcome obstacles to critical thinking, and how to avoid being deceived by means of misleading reasoning.

**HUMN 211**  
**Introduction to Ethical Analysis & Reasoning (2 cr. hrs.)**  
**Offered: Franklin**

Prerequisite(s): College Writing (ENG 120) and Learning Strategies (PF 321).

The goal of this course is to help you improve your ethical analysis and reasoning skills. You will be introduced to the art of formulating and assessing ethical arguments according to the standards of logical thinking and critical analysis. In this course, you will discover how to apply the following questions to your job and everyday life. Why do we need ethics if we have laws to govern our behavior? Does the majority view determine what is ethical and what is not? Are feelings, desires, and preferences reliable ethical guides? Is it ever appropriate to criticize another individual’s (or culture’s) ethical judgment? Are people always responsible for their actions? Do human beings have a natural tendency to good, a natural tendency to evil? both? neither? Is there a single moral code that is binding on all people, at all times, and in all places?

**HUMN 218**  
**World Religions (4 cr. hrs.)**  
**Offered: Franklin and Urbana**

Prerequisite(s): Basic Learning Strategies (PF 121) or Learning Strategies (PF 321) and College Writing (ENG 120). Not open to students with credit for HUMN 318.

A comparative study of the founders, sacred writings, beliefs and practices of some of the major world religions: Hinduism, Buddhism, Taoism, Islam, Judaism and Christianity. This course enables the student to study and compare the leading religions of the world in light of their historical and cultural backgrounds. Students will be encouraged to explore faith traditions other than their own. Common themes across religions, spiritual practice, and current related cultural and political issues will also be considered.

**HUMN 220**  
**Writing for the Humanities (4 cr. hrs.)**  
**Offered: Franklin and Urbana**

Prerequisite(s): None.

This course provides a forum in which students will think critically about the culture, politics, peoples, and economies of a variety of countries. Through a series of brief, researched, analytical discussion posts, students will acquire the competencies necessary for analyzing and seeking solutions to complex issues currently facing the world’s populations. In addition, students will study the elements of good writing style, including appropriate grammar and mechanics, clarity of language, and logical and cohesive development. The course culminates in the submission of an extended, documented research paper.
Prerequisite(s): College Writing (ENG 120).

In this course, students will analyze works from the three major literary genres: poetry, drama, and fiction. Students will become familiar with standard vocabulary and approaches specific to the field of literary criticism and consider the importance of literature in contemporary society. The goal of this course is to encourage students to read for pleasure (engage with the text on an emotional level) while also moving towards a more objective consideration of literature by introducing the fundamentals of close reading and literary analysis.

**HUMN 240**

*Popular Culture (4 cr. hrs.)*

*Offered: Franklin and Urbana*

Prerequisite(s): Basic Learning Strategies (PF 121) or Learning Strategies (PF 321) and College Writing (ENG 120). Not open to students with credit for HUMN 341.

An introductory course that examines basic concepts in popular culture studies and the role popular arts and artifacts play in shaping cultural values. The course covers basic theories and approaches to topics like best sellers, popular music, popular art forms, cultural heroes from the sports and entertainment worlds and other popular phenomena.

**HUMN 246**

*Film Appreciation (4 cr. hrs.)*

*Offered: Franklin and Urbana*

Prerequisite(s): College Writing (ENG 120). Not open to students with credit for HUMN 346.

This course is an introduction to the art of film intended to enable students to become more knowledgeable, appreciative and critical viewers. The course covers the major areas of film: narrative, documentary, animated and experimental. While some film history is covered, this course emphasizes understanding key elements in the filmmaking process: scripting, filming, editing, acting, directing, promoting and distributing. Students will be required to view and write critical reviews of films screened both in and out of class.

**HUMN 305**

*Global Issues (4 cr. hrs.)*

*Offered: Franklin*

Prerequisite(s): College Writing (ENG 120) and Learning Strategies (PF 321). Not open to students with credit for PF 305.

This course provides students with a coherent sense of the past and present human societies drawn from five cultural areas: Asia, Africa, Europe, North America and South America. It also reviews the diversity of traditions that have formed the world and continue to interact in it today. Through the synthesis of connections, influences and parallels among cultures, students will gain an understanding of how to communicate in a culturally diverse world.

**HUMN 345**

*Philosophy of Science (4 cr. hrs.)*

*Offered: Franklin and Urbana*

Prerequisite(s): College Writing (ENG 120), Introduction to Logic and Critical thinking Skills (HUMN 210), and Introduction to Ethical Analysis and Reasoning (HUMN 211).

The goal of this course is to help students sharpen their critical thinking skills by covering key principles of knowledge, reasoning, and evidence. Students will be introduced to the characteristics, methodology, and limitations of science in contrast to other alleged sources of knowledge like faith, intuition, mysticism, perception, introspection, memory, and reason. Students will discover how to apply these valuable principles to their studies and to everyday life, learning how to overcome obstacles to critical thinking and how to avoid being deceived by means of bogus sciences and extraordinary claims.

**HUMN 405**

*Study Abroad: Developing a Global World View (4 cr. hrs.)*

*Offered: Franklin*

Prerequisite(s): Global Issues (HUMN 305).

Designed to help develop skills and perspectives in the international arena, this course will provide students the opportunity to do research, travel, and then apply knowledge gained. Additionally, it will assist students in developing professional experiences in another country and then capitalizing on their learning experience once they return home. General intercultural communication techniques will be integrated into class discussion. The travel experience, which will have an added cost, will be between one and two weeks.

**HUMN 480**

*Special Topics in the Traditional Humanities (1-4 cr. hrs.)*

*Offered: Franklin*

Prerequisite(s): Determined on a course-by course basis and published online in the trimester Course Schedule.

A variable content classroom course in Traditional Humanities in which students pursue topics or subjects of current interest that are not part of the regular curriculum. A specific course description will be published online in the Course Schedule for the trimester the course is offered.
HUMN 499
Independent Studies in Humanities (1-4 cr. hrs.)
Offered: Franklin
Prerequisite(s): Minimum 2.00 cumulative GPA, at least 16 credit hours completed at Franklin, related coursework completed with a minimum grade of “B” and permission of Program Chair.

Independent studies courses allow students in good academic standing to pursue learning in areas not covered by the regular curriculum or to extend study in areas presently taught. Study is under faculty supervision and graded on either a Pass/No Credit or a letter grade basis. (See “Independent Studies” for more details.)

INTERNATIONAL STUDIES PROGRAM

ISP 399
International Studies Program (12-18 cr. hrs.)
Offered: Urbana
Prerequisite(s): None.

This course is designed as a one term study abroad opportunity for selected Urbana University students. Students must make application and be accepted for this experience. Students studying abroad are expected to maintain a full academic load and must submit a course of study for approval upon registration at the host college or university. Students will be expected to submit an official transcript and appropriate course documentation for evaluation of the learning experiences.

INFORMATION ANALYTICS

INFA 300
Introduction to Analytics (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): MATH 280.

This course leads students through the foundational concepts, methods and concerns related to the practice of information / data analysis from the posing of questions needing answers to gathering the data, generating statistics, analyzing the results, formulating answers to the questions, and reporting those answers. Course topics include defining clear, accurate and actionable research questions and the answers, selecting data and methods; generating relevant statistics and reporting the story the data tells regarding the questions and the sought-after answers using basic tools such as those intrinsic to spreadsheet software such as Microsoft Excel.

INFA 350
Data Manipulation & Visualization (4 cr. hrs.)
Offered: Franklin and Urbana

Prerequisite(s): Introduction to Analytics (INFA 300) and Research Writing: Exploring Professional Identities (ENG 220).

This course introduces students to the discipline of data manipulation and visualization in the context of information analysis as science, an art and a practice. This course explores these topics: the theoretical foundations of the discipline, common artistic design approaches, proven practical methods in relation to the analysis, understanding and depiction of the results of mathematical analysis of information, the relationship of visualization and data manipulation methods to fields of study, cultures of practice and the archiving of analytical work for future use.

INFA 415
Information Analytics Architecture (4 cr. hrs.)
Offered: Franklin

Prerequisite(s): Database Management Systems (COMP 281) and Introduction to Analytics (INFA 300).

Upon successful completion of this course, students will be able to design and implement data gathering processes and information analytics architectures within data warehousing environments appropriate for supporting data mining and information analytics modeling applicable to the solving of typical operational, supply and demand problems encountered by organizations. Learning will be supported by relevant texts, lectures, research papers, collaboration sessions and projects, both individual and team-based. The database, data warehouse, and computational tools used in this course are Oracle Corporation products.

INFA 420
Information Modeling (4 cr. hrs.)
Offered: Franklin and Urbana

Prerequisite(s): Introduction to Analytics (INFA 300).

This course leads students through an exploratory tour of the primary information models used in providing executive and management decision support for an organization. Typical functional areas of organizations are included, such as marketing, finance, and operations regarding management and executive decision making necessary for the successful current and future operation of typical organizations. Concurrent to studying a variety of applicable information models, students learn to apply the specific software technologies based on these models, such as expert systems, neural networks, graphical/visual...
interfaces, learning systems, data mining techniques, and decision analysis methodologies.

**INFORMATION SYSTEMS**

**MIS 200**  
Management Information Systems (4 cr. hrs.)  
Offered: Franklin  
Prerequisite(s): Learning Strategies (PF 321). Not open to students with credit for MIS/ITEC 300.

The purpose of this course is to provide the fundamentals associated with the management of information technology in a business enterprise. These fundamentals are business concepts in which the influence of information technology has caused change or brought about new concepts. Special emphasis will be placed on understanding the managerial issues that are relevant to usage of computers. The student will be given problems isolating these issues and will be asked to propose solutions with alternatives.

**MIS 310**  
Information Systems Architecture & Technology (4 cr. hrs.)  
Offered: Franklin  
Prerequisite(s): Research Writing: Exploring Professional Identities (ENG 220). Not open to students with credit for ITEC 310.

This course provides a conceptual survey of general systems theory followed by a conceptual and technological survey of the structure of distributed information systems architectures, operating systems, network operating systems, peripheral technology and user interfaces. Interoperability between these architectural components will be explored and current technology and trends in each architectural element will be reviewed. This course will de-emphasize, although not ignore, mainframe architectures in favor of information architectures more applicable to client/server computing. The various interacting categories of client/server computing as well as the benefits and implications of such a system will be fully explored.

**MIS 330**  
Systems Integration Concepts & Practices (4 cr. hrs.)  
Offered: Franklin  
Prerequisite(s): Information Systems Architecture & Technology (MIS 310) and Research Writing: Exploring Professional Identities (ENG 220).

Systems integration permeates the information management landscape, operating conceptually on three levels: the strategy of achieving enterprise-level information systems (IS) integration, the process at the IS department-level to achieve integration and the selection of technologies needed to achieve integration. This course examines these levels of systems integration, emphasizing realistic solutions, guidelines, and practices, through a hands-on approach.

**MIS 360**  
Enterprise-wide Electronic Commerce (4 cr. hrs.)  
Offered: Franklin  
Prerequisite(s): Information Systems Architecture & Technology (MIS 310).

This course is designed to familiarize individuals with current and emerging business processes that utilize electronic data transmission technologies including the Internet. Topics will include network and Internet technology for business advantage, enterprise-wide business functions and processes, re-engineering of legacy processes through electronic commerce, and Internet-based business-to-consumer business ventures. Social, political and ethical issues associated with electronic commerce are reviewed. The purpose of this course is to educate a new generation of managers, planners and analysts of the realities and potential for electronic commerce.

**MIS 400**  
Systems Analysis & Design (4 cr. hrs.)  
Offered: Franklin  
Prerequisite(s): COMP 111 or ITEC 136; COMP 281; and ENG 220.

This course is designed to provide an understanding of the Systems Development Life Cycle (SDLC), tools and methods. The course is centered on evaluating existing business processes and choosing a system development methodology to improve upon it. Emphasis will be on analyzing, modeling and designing processes that improve business processes through the deployment of information technology. It will also emphasize the factors for effective communication and integration with users and user systems. It encourages interpersonal skill development with clients, end-users, team members and others associated with development, operation and maintenance of systems.

**MIS 410**  
Management Information Sciences Internship  
Offered: Franklin  
(1-4 cr. hrs.) Prerequisite(s): None.  
This course provides qualified students with an opportunity
to receive academic credit for supervised professional training and experience in an actual work environment. This Internship is an ongoing seminar between the student, the faculty member and the employment supervisor. It involves an Internship Application and Learning Agreement, periodic meetings with the faculty representative, professional experience at a level equivalent to other senior-level courses and submission of material as established in the Internship Application and Learning Agreement. Participation cannot be guaranteed for all applicants.

MIS 480
Special Topics in Management Information Sciences
(1-4 cr. hrs.)
Offered: Franklin
Prerequisite(s): Determined on a course-by-course basis and published in the trimester Course Schedule.

A variable content course in information systems that will explore current topics or trends relevant to enhancing the career of information systems professionals. This course may be used to underwrite individual and independent study projects under the leadership of a faculty member, provided the subject matter does not overlap any other existing course, and subject to current departmental policies and restrictions.

MIS 495
Information Systems Capstone (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): Database Management Systems (COMP/ITEC/MIS 380 or COMP 281), Information Technology Project Management (ITEC 430), Introduction to Analytics (INFA 310), Systems Analysis & Design (MIS 400), and Senior standing.

This course provides a capstone experience that integrates the material contained in the General Education, Technical Area, Major Area Core and the Major Area elective courses of the Information Systems major. First, students review the major areas of the program including topics from the appropriate Major Area electives. Second, students manage and /or participate in an Information Systems project appropriate to their selected Major Area electives. Third, students take a standardized exam that includes topics from all Major Area Core courses and their chosen Major Area electives.

INDEPENDENT STUDIES IN INFORMATION SYSTEMS
Offered: Franklin
(1-4 cr. hrs.)
Prerequisite(s): Minimum 2.00 cumulative GPA, at least 16 credit hours completed at Franklin, related coursework completed with minimum grade of “B” and permission of Program Chair.

Independent studies courses allow students in good academic standing to pursue learning in areas not covered by the regular curriculum or to extend study in areas presently taught. Study is under faculty supervision and graded on either a Pass/No Credit or a letter grade basis. (See “Independent Studies” for more details.)

INFORMATION SYSTEMS AUDITING

ISA 495
Information Systems Audit & Control (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): All professional core and technical courses or permission of the Program Chair.

This course will culminate the Bachelor of Science in Information Systems Auditing program by drawing from and synthesizing concepts from both the MIS and Accounting fields in order to address issues related specifically to the audit of information systems and technology.

INFORMATION SYSTEMS PROJECT MANAGEMENT

ISPM 200
Information Systems as a Business Process (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): College Writing (ENG 120).

This course focuses on building an understanding and knowledge base of how modern organizations structure their operations, their workload in relationship to the fundamental tool used for that work, their information systems. Topics include business processes, such as procurement, production and fulfillment, the role of information systems in support of business processes, and information systems as business processes.

ISPM 320
Requirements Analysis & Testing (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): Systems Analysis & Design (MIS 400).

This course introduces students to the concepts, methods
and approaches involved in the process of requirements analysis and testing, in the context of the five necessary procedures that comprise the process of confirming requirements for a new or upgraded information system: requirements elicitation analysis, specification, verification and management.

**ISPM 450**  
**Advanced Project Management (4 cr. hrs.)**  
*Offered: Franklin*  
Prerequisite(s): Information Technology Project Management (ITEC 430).

This course focuses on knowledge, understanding and skills related to building competencies in overseeing the architecture, design, and implementation of software systems. Specific topics include agile software development practices, planning and governance of large projects, identification, assessment and management of current and emerging information technologies, and the application of project management tools for software architecture, project communications, risk analysis, cost estimation and budgeting, and quality control in managing the software development life cycle.

**ISPM 490**  
**Project Management Certification Review (4 cr. hrs.)**  
*Offered: Franklin*  
Prerequisite(s): ITEC 420, ISPM 320, and ISPM 450 (Two of the three must be completed prior to enrollment. The third may be previous or concurrent enrollment.)

This course introduces students to the concepts, methods and approaches involved in the process of requirements analysis and testing, in the context of the five necessary procedures that comprise the process of confirming requirements for a new or upgraded information system: requirements elicitation analysis, specification, verification and management.

**INFORMATION TECHNOLOGY**

**ITEC 136**  
**Principles of Programming (4 cr. hrs.)**  
*Offered: Franklin*  
Prerequisite(s): College Algebra (MATH 160) and either Problem Solving with Computing (COMP 101) or passing the programming aptitude and competency exam. Not open to students with credit for Business Applications Programming (ITEC/COMP 235) or to students with credit for COMP 136.

This course covers fundamental programming principles for individuals with at least some programming background. Major themes are structured programming, problem solving, algorithm design, top-down stepwise refinement, and software lifecycle. Topics will include testing, data types, operators, repetition and selection control structures, functions, arrays, and objects. Students will design, code, test, debug, and document programs in a relevant programming language.

**ITEC 275**  
**Computer Networks: Switching, Routing, & WANs (4 cr. hrs.)**  
*Offered: Franklin*  
Prerequisite(s): College Writing (ENG 120) and Principles of Computer Networks (COMP 204) or a Networking Fundamentals course.

This course covers both the design and basic configuration of computer networks. Using Cisco Systems CCDA® certification as a guide, students will learn about the OSI model, network topologies, Wide Area Network (WAN) technologies, wireless LAN, IP addressing, routing protocols, and network security mechanisms. This course provides the student interactive configuration experience with the Cisco Systems Internetworking Operating System (IOS) in an isolated environment.

**ITEC 350**  
**Windows Administration (4 cr. hrs.)**  
*Offered: Franklin*  
Prerequisite(s): Introduction to Computer Science & Object-Oriented Programming (COMP 111) OR Principles of Programming (ITEC 136) OR any structured programming course; AND Principles of Computer Networks (COMP 204).

This course provides the student with an introduction to Windows Server 2008 administration and is structured to assist a network manager or planner in planning, configuring, installing, running, and repairing networks that include a Windows Server 2008. As such, it provides an introduction to server installation, Active Directory, printer management, domains, network clients, security, disaster recovery, fault/error management, and scripting of common tasks. This course also uses virtualization software to isolate the Windows Server 2008 operating system from the underlying host operating system. As such, administrative access to a fast machine running Windows XP or better with at least 2 gigabytes of memory and 40 gigabytes of available hard drive space is required. For face to face classes, an external USB 2.0 hard drive with at least 40 gigabytes of free space is required to bring to class.

**ITEC 400**  
**UNIX Administration (4 cr. hrs.)**
Offered: Franklin
Prerequisite(s): Introduction to Computer Science & Object-Oriented Programming (COMP 111) OR Principles of Programming (ITEC 136) OR any structured programming course; AND Principles of Computer Networks (COMP 204).
Not open to students with credit for COMP 400.
This course covers the basic methods of UNIX system administration. The course will focus not only on user-level commands and utilities, but also upon installation and configuration of the UNIX kernel, file system, memory, peripheral devices, authentication/authorization and network facilities. The course also provides an introduction to the Perl programming language and the role of Linux in current UNIX environments. This course also uses virtualization software to isolate the UNIX operating system from the underlying host operating system. As such, administrative access to a late-model computer with at least 4 gigabytes of memory and 40 gigabytes of available hard drive space is required.

ITEC 410
Information Technology Internship (1-4 cr. hrs.)
Offered: Franklin
Prerequisite(s): None.
This course provides qualified students with an opportunity to receive academic credit for supervised professional training and experience in an actual work environment. This Internship is an ongoing seminar between the student, the faculty member and the employment supervisor. It involves an Internship Application and Learning Agreement, periodic meetings with the faculty representative, professional experience at a level equivalent to other senior-level courses and submission of material as established in the Internship Application and Learning Agreement. Participation cannot be guaranteed for all applicants.

ITEC 430
Information Technology Project Management (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): Information Systems Architecture & Technology (MIS 310), ENG 220, and Statistical Concepts (MATH 215).
This course provides an introduction to the concepts of information technology project management and techniques for initiating, planning, executing, monitoring and controlling of resources to accomplish specific project goals. Both technical and behavioral aspects of project management are discussed. While the focus is on information technology projects, the principles follow the nine project management knowledge areas outlined in the Project Management Institute's PMBOK® Guide Third Edition and thus are applicable to the management of any project. Topics will include integration, scope, time, cost, quality, human resource, communications, risk, and procurement management. Project management software utilization is emphasized.

ITEC 450
Database Administration (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): Database Management Systems (COMP/ITEC 281).
This course covers a breadth of subjects in Database Administration. Building on the database management systems course, this course covers topics about the configuration, administration and performance of the database engine itself. Using Oracle 10g as a platform, students will learn about installation, configuration, performance tuning, security, disaster planning and recovery, and network connectivity of databases. This course also uses virtualization software to isolate the database server operating system from the underlying host operating system. As such, administrative access to a fast machine with at least 1 gigabyte of memory and 20 gigabytes of available hard drive space is required.

ITEC 480
Special Topics in Information Technology (1-4 cr. hrs.)
Offered: Franklin
Prerequisite(s): Determined on a course-by course basis and published online in the trimester Course Schedule.
A variable content classroom course in Information Technology in which students pursue topics or subjects of current interest that are not part of the regular curriculum. A specific course description will be published online in the Course Schedule for the trimester the course is offered.

ITEC 495
Information Technology Capstone (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): UNIX Administration (ITEC 400), Information Technology Project Management (ITEC 430), Virtualization and Cloud Computing (ITEC 475), and either Principles of Information Security (ISEC 300).
The Information Technology capstone course encourages teamwork in small groups on a substantial project. The intent of this course is to provide a capstone experience that integrates the material contained in required courses of the ITEC major. It also provides an opportunity for students to recognize and evaluate the interrelationship of their general education courses with the courses taken for their major.
The capstone will include discussion about professional and ethical issues related to Information Technology. Students will also culminate their experiences with an overview of the evolution of computer systems and a look at the near-term future.

**ITEC 499**  
*Independent Studies in Information Technology (1-4 cr. hrs.)*  
*Offered: Franklin*  
Prerequisite(s): Minimum 2.00 cumulative GPA, at least 16 credit hours completed at Franklin, related coursework completed with minimum grade of “B” and permission of Program Chair.

Independent studies courses allow students in good academic standing to pursue learning in areas not covered by the regular curriculum or to extend study in areas presently taught. Study is under faculty supervision and graded on either a Pass/No Credit or a letter grade basis. (See “Independent Studies” for more details.)

**INSTRUCTIONAL DESIGN & LEARNING TECHNOLOGY**

**IDPT 600**  
*Principles of Learning Theory (4 cr. hrs.)*  
*Offered: Franklin*  
Prerequisite(s): None.

In this gateway course, students will begin the process of understanding what it means to be a graduate student at Franklin University. This includes tangibles such as scholarly research and academic writing, as well as intangibles such as critical thinking and attitude. Students will employ various strategies as they develop a thorough understanding of selected learning theories and philosophies. They will then apply these theories and strategies to create a learning event.

**IDPT 610**  
*Principles of Instructional Design (4 cr. hrs.)*  
*Offered: Franklin*  
Prerequisite(s): Principles of Learning Theory (IDPT 600) or Methodological Reasoning & Quantitative Analysis (PUAD 715).

In this course, students will learn a framework for understanding human performance by working with scenarios and case studies to analyze performance problems, determine the level and type of intervention required, and make recommendations for a suite of solutions that will achieve the desired impacts.

**IDPT 640**  
*Enhancing Learning with Technology (4 cr. hrs.)*  
*Offered: Franklin*  
Prerequisite(s): Principles of Instructional Design (IDPT 610).

In this course, students will apply design principles to create a learning event that includes the use of new and emerging technologies. Students will research collaboration and networking tools for their use and value in learning environments. Delivery platforms and software will also be explored for their impact on instructional strategies. Projects completed in the course will become part of the student’s portfolio.

**IDPT 645**  
*Learning Management Systems (4 cr. hrs.)*  
*Offered: Franklin*  
Prerequisite(s): Principles of Instructional Design (IDPT 610) or Role of the Master’s Prepared Nurse (NURS 612).

In this course, students will study the practices employed to manage and deliver instructional content in an online environment. Students will interact with a functional Learning Management System (LMS) to manage the design, development, delivery, and evaluation of reusable learning content.

**IDPT 650**  
*Evaluation (4 cr. hrs.)*  
*Offered: Franklin*  
Prerequisite(s): Principles of Instructional Design (IDPT 610) or Role of the Master’s Prepared Nurse (NURS 612).

This course presents fundamental principles and practices for evaluating courses and programs, with a focus on formative and summative evaluation and criterion-referenced testing. Students will explore evaluation models and theories, create a learner satisfaction survey, create criterion-referenced tests, create grading rubrics, and work with a data set to interpret data and make recommendations to improve a course or unit of instruction. Projects completed in the course will become part of the student’s portfolio.
IDPT 660
Advanced Instructional Design & Performance Technology (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): Principles of Instructional Design (IDPT 610).
In this course, students will work in small teams to solve instructional or performance problems of substantial scope and complexity. Students will apply design theory and research as they make decisions to resolve systematically identified problems. This course will require the application of project management skills, analysis, design, development, implementation, and evaluation learned throughout the preceding courses. Projects completed in this course will become part of the student’s portfolio.

IDPT 670
Capstone (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): Principles of Learning Theory (IDPT 600), Principles of Instructional Design (IDPT 610), Principles of Human Performance Technology (IDPT 620), Enhancing Learning with Technology (IDPT 640), and Evaluation (IDPT 650).
The Capstone Project experience provides students with the opportunity to receive academic credit for experience in an authentic work environment, which may be either external or internal to the University depending on the student’s preference. The Capstone Project involves a partnership among the student, the faculty member, and an approved project sponsor. The faculty member and the project sponsor will evaluate project deliverables according to the achievement of milestones and the submission of materials identified in a Learning Contract. The Learning Contract must specify a relatively comprehensive experience that can be completed within the time frame of the 12-week course. Projects completed in the course will become part of the student’s portfolio.

INSTRUCTIONAL DESIGN LEADERSHIP

IDL 800
Strategic Examination of Trends & Technology (4 cr. hrs.)
Offered: Franklin
Prerequisite: Completion or enrollment in ENG 800 or permission of the Program Chair.
Leaders of instruction and learning must stay abreast of continual changes in technology and leverage them to ensure the competitiveness and health of their organization. However, not all technologies and emerging processes are worth adopting. In this course, students will examine pedagogical trends and emerging technologies. Students will learn how to evaluate theories and incorporate designs, processes, and technologies in strategic and tactical decisions for instruction and learning in the organization.

IDL 810
Innovative Learning Environment Design (4 cr. hrs.)
Offered: Franklin
Prerequisite: Completion or enrollment in ENG 800 or permission of the Program Chair.
In this course, students will be exposed to new and innovative approaches for designing effective learning and instruction. This course will equip students with knowledge of applicable frameworks and strategies for implementation at the organizational level. Students will review learning environments such as e-learning, blended and hybrid learning, mobile learning, game-based learning, and informal and social learning, to determine the appropriate learning environment based on the learning and training needs of an organization.

IDL 820
Strategic Assessment & Decision Making (4 cr. hrs.)
Offered: Franklin
Prerequisite: Completion or enrollment in ENG 800 or permission of the Program Chair.
Today’s researchers, leaders and managers in the instructional design field must be able to use data to make decisions, as well as to influence others in their organizations. In this course, students will learn how to apply relevant tools, techniques, theories, and principles of strategic assessment and decision-making to address the learning and performance needs to continuous improvement for learning problems or a learning organization.

IDL 830
Organizational Learning and Knowledge Management (4 cr. hrs.)
Offered: Franklin
Prerequisite: Completion or enrollment in ENG 800 or permission of the Program Chair.
Learning and knowledge management is crucial to the success of organizations. In this course, students will go beyond the design of learning environments and acquire skills to lead and manage the learning organization at a strategic level. Students will be able to recognize and meet the evolving learning needs of an organization within the framework of the organization's strategic goals. Multicultural awareness and how to lead multi-functional and cross-cultural instructional design teams and projects will also be addressed in this course.

**IDL 840**  
Instructional Design Researching and Consulting  
*(4 cr. hrs.)*  
**Offered: Franklin**
Prerequisite: Completion or enrollment in ENG 800 or permission of the Program Chair.

In this course, students will broaden their perspectives as a researcher or a consultant. Major topics of the course include, researching instructional design theories and problems, communicating effectively horizontally and vertically in a business or education environment, applying consulting strategies and skills, creating a professional development plan, conducting a 360 degree professional evaluation. Students will also have an opportunity to continue to expand their research in instructional design and practice consulting skills within this course.

**INTERACTIVE MEDIA DESIGN**

**IMD 101**  
Introduction to Website Creation *(3 cr. hrs.)*  
**Offered: Franklin**
Prerequisite(s): None.

This course introduces students to the creation of a website that represents an organization or company. The course is project-based which provides the opportunity for students to design, build, and present a completed website. Students will utilize digital media and the latest content management systems to build websites.

**IMD 300**

**Digital Media Design *(4 cr. hrs.)***  
**Offered: Franklin**
Prerequisite(s): Completion of Social Media Design technical area.

This course explores current trends in digital media design and production. The focus will be on creating media that can be used in interactive media projects, web sites, and social media contexts. The course examines common practices and methods of creating professional quality media using current technologies. Students work individually and in teams to design, develop, and implement digital media for projects.

**IMD 330**  
Interaction Design *(4 cr. hrs.)*  
**Offered: Franklin**
Prerequisite(s): Completion of Social Media Design technical area or Advanced Graphic Design (GRPH 310).

This course explores the semantic connection between digital technologies, form, and function. It emphasizes the complex connections between human behavior and technology and examines design as a form of communication between the two. The course explores interaction from the perspective of a user’s experience and how design affects the experience. Students work on real world projects to apply the concepts addressed in the course.

**IMD 400**  
Interactive Media for Training & Instruction *(4 cr. hrs.)*  
**Offered: Franklin**
Prerequisite(s): Advanced Graphic Design (GRPH 310) and completion of IMD Technical Credit area.

This upper-level Interactive Media Design course provides practical application and experience in the creation of digitally mediated communication for training and instructional purposes. Students work individually and within teams to produce professional quality media used for interactive training and instruction. The course provides hands-on experience in conducting a training needs analysis, followed by the design of a suitable innovation, and ending with the implementation of a solution. Students use computer software and technology to present text, graphics, video, audio, and animation in an integrated way to produce interactive training and instruction.

**IMD 410**  
Interactive Media Design Internship *(1-4 cr. hrs.)*  
**Offered: Franklin**
Prerequisite(s): Admission in the Interactive Media Design
This course provides qualified students with an opportunity to receive academic credit for supervised professional training and experience in an actual work environment. This Internship is an ongoing seminar between the student, the faculty member and the employment supervisor. It involves an Internship Application and Learning Agreement, periodic meetings with the faculty representative, professional experience at a level equivalent to other senior-level courses and submission of material as established in the Internship Application and Learning Agreement. Participation cannot be guaranteed for all applicants.

**IMD 430**  
**Interactive Media for Entertainment (4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): Advanced Graphic Design (GRPH 310), and completion of IMD Technical Credit area.  
This upper-level Interactive Media Design course provides practical application and experience in the creation of digitally mediated communication for entertainment. Students work individually and within design teams, filling the necessary roles to produce professional quality entertainment media. The course provides hands-on experience conducting a needs analysis, followed by the design of a suitable innovation, and ending with the implementation of a solution. Students use computer software and technology to present text, graphics, video, audio, and animation in an integrated environment that produces an interactive and engaging media product.

**IMD 450**  
**Interactive Media for Advertising (4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): Advanced Graphic Design (GRPH 310), and completion of IMD Technical Credit area.  
This upper-level Interactive Media Design course provides practical application and experience in the creation of digitally mediated communication for advertising purposes. The course provides students with the knowledge and experience to design interactive media used in advertising to satisfy marketing objectives. The course provides hands-on experience conducting a needs analysis, followed by the design of a suitable advertising innovation, and ending with the implementation of a solution. Students utilize computer software and technology to present text, graphics, video, audio, and animation in an integrated way to produce interactive marketing materials.

**IMD 490**  
**Interactive Media Design Practicum (4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): Project Management (AMGT 390) or Communication in Groups & Teams (COMM 335), Human Computer Interaction (COMP 325), and two of the following: Interactive Media for Training & Instruction (IMD 400), Interactive Media for Entertainment (IMD 430), or Interactive Media for Advertising (IMD 450).  
In this course, students create interactive media products for actual clients, thus gaining the most practical experience possible in an education setting. The practicum is organized like an actual design firm with the instructor as the organizational leader and students filling different roles in the organization. Students are placed in design teams based on their experience and talents. Within the teams, they collaborate to design and develop solutions to practical problems that require interactive media solutions. These problems may be training, marketing, or entertainment oriented or a combination of all three.

**IMD 495**  
**Interactive Media Design Capstone (4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): Interactive Media for Training & Instruction (IMD 400), Interactive Media for Entertainment (IMD 430), Interactive Media for Advertising (IMD 450), and Interactive Media Design Practicum (IMD 490).  
This is the final course in the Interactive Media Design major. Students at this level have completed all of the instructional elements of the curriculum. The capstone prepares students to find employment in the interactive media industry. The course completes the practicum sequence, requiring students to take on management roles in the assigned projects. In addition, students will assemble their portfolios and prepare for final presentations. Finally, they will present their work and receive feedback, preparing them for the interview process.

**IMD 499**  
**Independent Studies in Interactive Media Design (1-4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite(s): Minimum 2.00 cumulative GPA, at least 16 credit hours completed at Franklin, related coursework completed with a minimum grade of “B” and permission of the Program Chair.  
Independent studies courses allow students in good
academic standing to pursue learning in areas not covered by the regular curriculum or to extend study in areas presently taught. Study is under faculty supervision and graded on either a Pass/No Credit or a letter grade basis. (See “Independent Studies” for more details.)

**INTERDISCIPLINARY STUDIES**

**IDST 100**  
*Introduction to Portfolio (1 cr. hr.)*  
*Offered: Franklin*  
Prerequisite(s): Learning Strategies (PF 321).

This course will introduce students to the concept of portfolio as a means of communicating ideas to a range of audiences. Using LiveText, a leader in e-portfolio software, students will design their own portfolios, learn about criteria for excellent portfolio design, share and critique portfolios, and discuss the importance of tailoring portfolios for particular audiences. The goal of the course is to empower students to use the portfolio tool to reflect academic and personal growth, illustrate the interconnection of personal and academic knowledge, and ultimately to create and maintain an effective electronic curriculum vita.

**IDST 200**  
*Authoring an Interdisciplinary Portfolio (2 cr. hrs.)*  
*Offered: Franklin*  
Prerequisite(s): College Writing (ENG 120), Research Paper (ENG 130) or Research Writing: Exploring Professional Identities (ENG 220), and Introduction to Portfolio (IDST 100) or Introduction to Web Presentation & Publishing (COMM 107).

This course provides students with an opportunity to examine their varied interests and achievements, both academic and professional, while considering also how best to present them to different audiences for different purposes. Students will first be introduced to a structured method of accounting for their intellectual background from a variety of disciplinary perspectives. The main project of the course will be the creation of a web-based interdisciplinary portfolio highlighting the value of the student’s varied interests and achievements.

**IDST 300**  
*Introduction to Interdisciplinary Studies (4 cr. hrs.)*  
*Offered: Franklin*  
Prerequisite(s): Authoring an Interdisciplinary Portfolio (IDST 200) and Research Writing: Exploring Professional Identities (ENG 220).

This course introduces terms and definitions essential to Interdisciplinary Studies and explores the application of multiple disciplinary insights to construct a comprehensive perspective on a complex problem or issue. Students will use cognitive maps to codify academic, professional, and personal knowledge and will use portfolio software to illustrate connections and conflicts among knowledge areas. The course will culminate in the illustration of how diverse knowledge can be systematically and successfully applied to complex problems both inside and outside of the workplace. The course will stress the importance of informed and varied perspectives in today’s complex world.

**IDST 301**  
*Creative Thinking (4 cr. hrs.)*  
*Offered: Franklin*  
Prerequisite(s): College Writing (ENG 120) and Learning Strategies (PF 321). Introduction to Logic & Critical Thinking Skills (HUMN 210) is recommended.

Creativity is neither magical nor bestowed upon us as some kind of genetic gift. As choreographer Twyla Tharp reminds us, the romanticized version of the gift of creative genius, as depicted in the movie Amadeus, is hogwash. She reminds us, “There are no ‘natural’ geniuses… No one worked harder than Mozart. By the time he was twenty-eight years old, his hands were deformed because of all of the hours he had spent practicing, performing, and gripping a quill pen to compose.” This course considers creativity as a muscle that must be exercised, not as a gift, and it provides concrete exercises, as well as neurological research, the HBDI Innovation Model, in addition to various philosophies of creativity to encourage creative problem solving and creative thinking.

**IDST 410**  
*Interdisciplinary Studies Internship (1-4 cr. hrs.)*  
*Offered: Franklin*  
Prerequisite(s): Introduction to Interdisciplinary Studies (IDST 300).

This course provides qualified students with an opportunity to receive academic credit for supervised professional training and experience in an actual work environment. This Internship is an ongoing seminar between the student, the faculty member and the employment supervisor. It involves an Internship Application and Learning Agreement, periodic meetings with the faculty representative, professional experience at a level equivalent to other senior-level courses and submission of material as established in the Internship Application and Learning Agreement. Participation cannot be guaranteed for all applicants.

**IDST 495**
Interdisciplinary Studies Capstone (4 cr. hrs.)  
**Offered: Franklin**
Prerequisite(s): Completion of all Interdisciplinary Core and Focus Area courses.

As part of the Capstone experience, students will define a complex, real world problem, possibly in their local communities. Then, using skills and knowledge of interdisciplinary practices, and leveraging information and approaches from their own specific focus areas, students will study a problem from the perspective of several disciplines, generate interdisciplinary insights, illustrate disciplinary connections and conflicts, evaluate assumptions and concepts in the context of this specific problem and, ultimately, construct a new understanding of a problem and recommend solutions or responses. Students will be encouraged to present their responses to business or community leaders where such new perspectives or insights might be implemented. Students will be required to finalize a comprehensive e-portfolio of work that reflects work completed in the program, specifically examples of learning experiences that reflect program outcomes, which might be shared with current or prospective employers.

IDST 499  
**Independent Studies in Interdisciplinary Studies (1-4 cr. hrs.)**  
**Offered: Franklin**
Prerequisite(s): Minimum 2.00 cumulative GPA, at least 16 credit hours completed at Franklin, related coursework completed with a minimum grade of “B” and permission of the Program Chair.

Independent studies courses allow students in good academic standing to pursue learning in areas not covered by the regular curriculum or to extend study in areas presently taught. Study is under faculty supervision and graded on either a Pass/No Credit or a letter grade basis. (See “Independent Studies” for more details.)

LOGISTICS MANAGEMENT

LOGI 495  
**Logistics Management Capstone (4 cr. hrs.)**  
**Offered: Franklin**
Prerequisite(s): Introduction to Ethical Analysis & Reasoning (HUMN 211), Business Modeling (OSCM 378), Supply Chain Management (OSCM 450), Transportation & Logistics Management (OSCM 455), and Purchasing & Inventory Management (OSCM 458).

This course will provide students with a cumulative experience for the Logistics Management major. Students will use all of the knowledge gained in the previous classes on supply chain management, transportation, inventory, business modeling, and purchasing in developing Logistics Management strategies in real-life applications.

MANAGEMENT & LEADERSHIP

MGMT 312  
**Principles of Management (4 cr. hrs.)**  
**Offered: Franklin and Urbana**
Prerequisite(s): None. Not open to students with credit for Management Theory & Practices (BSAD 312) or Principles of Management (BSAD 312).

This course explores the basic concepts and processes of management. Students will explore the functional roles and processes of planning, leading, organizing, and controlling comprising the manager role. Students develop skills related to the manager function that are required in today’s competitive environment.

MGMT 325  
**Organizational Behavior (4 cr. hrs.)**  
**Offered: Franklin and Urbana**
Prerequisite(s): Principles of Management (MGMT 312). Not open to students with credit for Leadership: Behavioral Approach (OLM 325) or to students with credit for BSAD 325.

This course focuses on the organizational processes and theoretical constructs related to organizational behavior. The roles of leaders, followers, and teams and their influence on the culture and performance of an organization are addressed through the analysis of key organizational behavior concepts and related cases. Topics will include: values, perception, attitudes, assumptions, learning, motivation, conflict, diversity, and change.

MGMT 410  
**Management & Leadership Internship (1-4 cr. hrs.)**  
**Offered: Franklin and Urbana**
Prerequisite(s): Completion of 12 Major Area required credits.

This course provides qualified students with an opportunity to receive academic credit for supervised professional training and experience in an actual work environment. This Internship is an ongoing seminar between the student, the faculty member and the employment supervisor. It involves an Internship Application and Learning Agreement, periodic meetings with the faculty representative, professional experience at a level equivalent to other senior-level courses and submission of material as established in the Internship.
Application and Learning Agreement. Participation cannot be guaranteed for all applicants.

**MGMT 425**  
**Organizational Change (4 cr. hrs.)**  
**Offered: Franklin and Urbana**  
Prerequisite(s): Organizational Behavior (MGMT 325). Not open to students with credit for MGMT 335, MGMT 402, HRM 425, or AMGT 425.

This course analyzes the forces that drive organizations to change, examines impediments to change, and surveys a range of approaches for making organizational change more effective. Students will develop an understanding of change processes and develop practical skills for becoming an organization change agent.

**MGMT 440**  
**Organizational Culture & Performance (4 cr. hrs.)**  
**Offered: Franklin and Urbana**  
Prerequisite(s): Organizational Behavior (MGMT 325).

This course focuses on the relationship between an organization’s culture and its performance. The challenges and opportunities presented to both leaders and followers in adapting to and implementing organizational cultural change are addressed in this course. The impact culture performs as a mediating factor between a leader’s style and the effective performance of an organization is examined in this course.

**MGMT 470**  
**Organizational Leadership (4 cr. hrs.)**  
**Offered: Franklin and Urbana**  
Prerequisite(s): Organizational Behavior (MGMT 325).

This course focuses on the development of leadership theories from trait, skill, style, situational, and contingency constructs and their utilization by managers and leaders. The primary emphasis of the course is the importance of the Full Range Leadership model and the role transformational leadership performs in the interaction with organizational culture and performance.

**MGMT 480**  
**Special Topics in Management & Leadership (1-4 cr. hrs.)**

**Offered: Franklin and Urbana**  
Prerequisite(s): Determined on a course-by-course basis and published online in the trimester Course Schedule.

A variable content classroom course in Management in which students pursue topics or subjects of current interest that are not part of the regular curriculum. A specific course description will be published online in the Course Schedule for the trimester the course is offered.

**MGMT 495**  
**Management Capstone (4 cr. hrs.)**  
**Offered: Franklin and Urbana**  
Prerequisite(s): Senior standing, completion of Business Core, and completion of, or concurrent enrollment in, all other major courses. Not open to students with credit for BSAD 495.

This course serves as the Capstone for the Management major. The purpose of the course is to integrate all prior learning in management, related coursework, and workplace experiences to individually assess an organization. Three major components comprise the course: the strategic analysis of an organization; the development of a forward looking strategy with competitive, ethical, and global considerations; and the development of an implementation plan.

**MGMT 499**  
**Independent Studies in Management & Leadership (1-4 cr. hrs.)**  
**Offered: Franklin and Urbana**  
Prerequisite(s): Minimum 2.00 cumulative GPA, at least 16 credit hours completed at Franklin, related coursework completed with minimum grade of “B” and permission of Program Chair.

Independent studies courses allow students in good academic standing to pursue learning in areas not covered by the regular curriculum or to extend study in areas presently taught. Study is under faculty supervision and graded on either a Pass/No Credit or a letter grade basis. (See “Independent Studies” for more details.)

**MGMT 840**  
**Development of Management Theory and Practice (4 cr. hrs.)**  
**Offered: Franklin**  
Prerequisite: Completion or enrollment in ENG 800 or permission of the Program Chair.

The primary objective of this course is to provide a sub-
stantive overview of the development of management theory and its applications through the 20th century to date. Managerial concepts and constructs will be researched and applied in a scholar to practitioner modality. The course will focus on the evolution of management thought and the implications of its development for modern managers and leaders.

**MGMT 845**  
**Organizational Behavior, Culture and Effectiveness (4 cr. hrs.)**  
*Offered: Franklin*  
Prerequisite: Completion or enrollment in ENG 800 or permission of the Program Chair.

This course is an advanced research seminar in the field of organizational culture and behavior. The seminar allows you to begin the process of substantive academic research and formal inquiry into these important theories and the implications of these for managers. The seminar will require the synthesis of critical thinking, analysis, research writing and evaluation. Students will develop a key deliverable that involves a research proposal in the fields of organizational culture and behavior and then conduct substantive research into the literature developed by others. The final project in the seminar is the development of a research ready proposal utilizing at minimum one research methodology.

**MGMT 850**  
**Organizational Leadership (4 cr. hrs.)**  
*Offered: Franklin*  
Prerequisite: Completion or enrollment in ENG 800 or permission of the Program Chair.

This course addresses historical and current leadership concepts, theories and constructs. An emphasis will be on the application and assessment of transformational, servant and authentic leadership theories for us by both leaders and followers in 21st century business and academic settings. The course will challenge students to assess their own leadership strengths and weaknesses and produce an in-depth plan of action to develop and refine leadership competencies. Students will conduct substantive scholarly research to address and capture relevant and cutting edge leadership theoretical work for application in course assignments.

**MGMT 855**  
**Organizational Systems Perspectives Theory and Application (4 cr. hrs.)**  
*Offered: Franklin*  
Prerequisite: Completion or enrollment in ENG 800 or permission of the Program Chair.

This course focuses on the theory and practice of organizations as open and adaptive systems. Students will address the implications of systems theory for organizational sense-making, learning, innovation and transformation. The complexity of organizations as integrated participants in while systems will be addressed through research and presentations.

**MGMT 860**  
**Strategic Thinking, Decision-making and Innovation (4 cr. hrs.)**  
*Offered: Franklin*  
Prerequisite: Completion or enrollment in ENG 800 or permission of the Program Chair.

This course focuses on advanced research in the fields of organizational strategy and performance. The literature on these disciplines is abundant. A focus of this course is to enable students to develop their own mental map of systems theories and concepts for application in real-world managerial and leadership settings. The course outcomes will add increased depth and breadth to the synthesis of critical thinking, analysis, research writing and evaluation regarding strategy, leadership decision-making and related organizational innovations and competitive advantages. Students will develop a key deliverable that involves a research proposal in these fields by conducting substantive research into the literature developed by others.

**MGMT 865**  
**Organizational Performance Analysis (4 cr. hrs.)**  
*Offered: Franklin*  
Prerequisite: Completion or enrollment in ENG 800 or permission of the Program Chair.

This course addresses a multi-prong approach to manage, lead and assess overall organizational performance in achieving tactical and strategic goals. Metrics including: shareholder value, the balanced scorecard, risk management, system alignment, human resource management,
and organizational learning are addressed in this course. Also the application of research on organizational performance theories are incorporated in the course.

**MGMT 870**  
*Business Ethics & Corporate Social Responsibility*  
*(4 cr. hrs.)*  
*Offered: Franklin*  
Prerequisite: Completion or enrollment in ENG 800 or permission of the Program Chair.

This course focuses on the evaluation and analysis of key ethical decision-making theories and constructs and their direct application and integration in 21st century organizational practices. The role of corporate social responsibility will be explored by assessing the role of organizational leaders and stakeholders with improving the quality of life for individuals and the community.

**MGMT 875**  
*Change Management and Organizational Development*  
*(4 cr. hrs.)*  
*Offered: Franklin*  
Prerequisite: Completion or enrollment in ENG 800 or permission of the Program Chair.

This course focuses on research and evaluation of the key theoretical concepts and practices central to the leading of organizational change initiatives. Students will evaluate real-world situations, cases and scenarios in order to recommend and justify theoretically-based change management practices to ensure ongoing organizational acceptance and effectiveness of these programs. Students will conduct scholarly research to explore, evaluate and interpret state-of-the-art change concepts for their viability in today's organizations. Students will assess the role of change agents as key players in the overall change process.

**MKT 360**  
*Marketing Management*  
*(3 cr. hrs.)*  
*Offered: Urbana*  
Prerequisite(s): MKTG 300.

Focuses on the major types of decisions facing the marketing executive who attempts to bring together the resources of the firm with the opportunities found in the marketplace. Studied are planning and analysis of marketing opportunities with emphasis on the modern concept of marketing and the behavioral considerations of various market segments. Included within this framework are the issues involved in management decisions on quantitative appraisals of markets, marketing information systems, product policy, pricing, channels of distribution, advertising programs, and sales force operation.
for a new product launch that includes all of the tools available to communicate to all appropriate constituencies.

**MKTG 300**  
*Marketing (4 cr. hrs.)*  
**Offered:** Franklin  
Prerequisite(s): Business Principles (BSAD 110).  
Theory, strategies and methods are foundational to the informed practice of marketing. Students investigate the importance of marketing to an organization or cause, the interrelationship of the different phases of marketing, the marketing of goods versus services, analysis and identification of markets, pricing strategies and digital marketing tactics.

**MKTG 320**  
*Promotion (4 cr. hrs.)*  
**Offered:** Franklin and Urbana  
Prerequisite(s): Marketing (MKTG 300). Not open to students with credit for Advertising (MKTG 320).  
The study of the components of advertising and its function within the total marketing function. The course examines advertising campaigns and procedures dealing with planning, creation, production, media, management, research and budgeting.

**MKTG 330**  
*Marketing Behavior (4 cr. hrs.)*  
**Offered:** Franklin and Urbana  
Prerequisite(s): Marketing (MKTG 300). Not open to students with credit for Consumer Behavior (MKTG 330).  
An understanding of consumer decision processes is developed through application of behavioral sciences. Organizational decision–making processes are also considered. The implications of these processes are considered in relation to marketing, organizational strategies and decision making.

**MKTG 332**  
*Marketing Research (4 cr. hrs.)*  
**Offered:** Franklin and Urbana  
Prerequisite(s): Statistical Concepts (MATH 215) or Statistics I (MATH 230) and Marketing (MKTG 300).  
Students develop an understanding of the theories and techniques of planning, conducting, analyzing and presenting market studies. Students will study different methodologies with emphasis on primary research including questionnaire design.

**MKTG 340**  
*Digital Marketing (4 cr. hrs.)*  
**Offered:** Franklin and Urbana  
Prerequisite(s): Marketing (MKTG 300). Not open to students with credit for EMKT 340.  
Common strategies for the marketing of goods and services via the Internet range from public relations and corporate communications to advertising and electronic commerce. Students investigate and evaluate various marketing and communication strategies and tactics for the World Wide Web. Emphasis is placed on critical evaluation skills as well as website planning, development, design, and other factors which contribute to a website's success.

**MKTG 345**  
*Social Media Marketing (4 cr. hrs.)*  
**Offered:** Franklin and Urbana  
Prerequisite(s): Digital Marketing (MKTG 340). Not open to students with credit for EMKT 345.  
Social media can serve as both listening and outreach tool for building brand awareness and promoting business. Through an investigation of internet forums, message boards, blogs, wikis, podcasts, picture sharing, video sharing, and social networking, students will create and present a written plan for achieving business goals through the use of a social media marketing campaign.

**MKTG 410**  
*Marketing Internship (1-4 cr. hrs.)*  
**Offered:** Franklin and Urbana  
Prerequisite(s): At least 12 credit hours of Marketing.  
This course provides qualified students with an opportunity to receive academic credit for supervised professional training and experience in an actual work environment. This Internship is an ongoing seminar between the student, the faculty member and the employment supervisor. It involves an Internship Application and Learning Agreement, periodic meetings with the faculty representative, professional experience at a level equivalent to other senior-level courses and submission of material as established in the Internship Application and Learning Agreement. Participation cannot be guaranteed for all applicants.

**MKTG 415**  
*Search Engine Marketing (4 cr. hrs.)*  
**Offered:** Franklin and Urbana  
Prerequisite(s): Statistical Concepts (MATH 215) and Digital
Marketing (MKTG 340). Not open to students with credit for EMKT 415.

Students will use search engine optimization to evaluate the processes that bring websites to the top of the search results list. Students will also choose the best keywords and phrases to target and determine how to monitor and maintain successful search engine rankings.

**MKTG 430**  
*Customer Relationship Management (4 cr. hrs.)*  
*Offered: Franklin and Urbana*  
Prerequisite(s): Marketing (MKTG 300). Not open to students with credit for MGMT 430.

Students develop skills in planning, constructing and organizing one-to-one marketing activities. Included in these activities are collaborative developing relationships between consumers and sellers that can be applied by both small and large organizations. New technologies in interactive marketing and in database creation and implementation will be studied.

**MKTG 435**  
*Digital Marketing Analytics (4 cr. hrs.)*  
*Offered: Franklin and Urbana*  
Prerequisite(s): Search Engine Marketing (MKTG 415). Not open to students with credit for EMKT 430.

Successful companies today are leveraging the power of web analytics to realize the full potential of their websites, and are able to develop and maintain client relationships that create measurable value to business. Students will learn how to measure and define client interaction through web analytics. Students will be introduced to key concepts, tools, techniques, and practices of web analytics. Students will understand how web analytics can drive higher profits and improve the customer experience.

**MKTG 450**  
*Global Marketing (4 cr. hrs.)*  
*Offered: Franklin and Urbana*  
Prerequisite(s): Marketing (MKTG 300).

A course in marketing theory and methods as they apply to global markets. Among the topics discussed are: the importance of linking international marketing with the overall strategy of the business while examining the impact of cultural, political and legal issues and the economic differences in global strategies. Emphasis is placed on developing the marketing mix appropriate to various international and global environments.

**MKTG 480**  
*Special Topics in Marketing (1-4 cr. hrs.)*  
*Offered: Franklin and Urbana*  
Prerequisite(s): Determined on a course-by-course basis and published in the trimester Course Schedule.

A variable content classroom course in Marketing in which students pursue topics or subjects of current interest that are not part of the regular curriculum. A specific course description will be published online in the Course Schedule for the trimester the course is offered.

**MKTG 495**  
*Integrated Marketing (4 cr. hrs.)*  
*Offered: Franklin and Urbana*  
Prerequisite(s): Senior standing, Promotion (MKTG 320), Marketing Behavior (MKTG 330) and Marketing Research (MKTG 332).

This course serves as the capstone for the marketing academic area as well as a bridge to the marketing profession. Three major components comprise the course: the analysis of a contemporary marketing case, evaluation of alternative marketing strategies and the preparation of a comprehensive marketing plan.

**MKTG 499**  
*Independent Studies in Marketing (1-4 cr. hrs.)*  
*Offered: Franklin and Urbana*  
Prerequisite(s): Minimum 2.00 cumulative GPA, at least 16 credit hours completed at Franklin, related coursework completed with minimum grade of "B" and permission of Program Chair.

Independent studies courses allow students in good academic standing to pursue learning in areas not covered by the regular curriculum or to extend study in areas presently taught. Study is under faculty supervision and graded on either a Pass/No Credit or a letter grade basis. (See “Independent Studies” for more details.)

**MARKETING & COMMUNICATION**

**MCM 707**  
*Marketing Communication Foundations (4 cr. hrs.)*  
*Offered: Franklin and Urbana*  
Prerequisite(s): Admission into the Marketing & Communication program; or Methodological Reasoning & Quantitative Analysis (PUAD 715).

In this “gateway” course, you will gain a working understanding of marketing terminology and concepts that are imperative for success in the Marketing &
Communication Program and in your professional endeavors. Fundamental marketing mix strategies will be explored, along with traditional and new tactics to reach specific target markets. You will also begin the process of understanding Franklin graduate student success strategies in critical areas such as research, writing, team-building, leadership, critical thinking, attitude, and time management.

**MCM 711**  
*Digital Marketing Strategies (4 cr. hrs.)*  
*Offered: Franklin and Urbana*  
Prerequisite(s): Behavioral Research (MCM 727) or Strategy, Collaboration, & Communication (PUAD 745).

The integration of existing and emerging technology with marketing and communication strategies has become a major marketing and societal force. Topics explored in this course will range from social media strategies to the metrics used to analyze the impact of Internet marketing campaigns.

**MCM 713**  
*Marketing Communication Essentials (4 cr. hrs.)*  
*Offered: Franklin and Urbana*  
Prerequisite(s): Marketing Communication Foundations (MCM 707) or Methodological Reasoning & Quantitative Analysis (PUAD 715).

The ability to communicate effectively has never been more important than in today's complex marketing environment. In this course, you will develop a broad knowledge of the fundamentals of effective marketing communication planning and implementation.

**MCM 721**  
*Creative Concepts (4 cr. hrs.)*  
*Offered: Franklin and Urbana*  
Prerequisite(s): Digital Marketing Strategies (MCM 711).

This course will investigate the strategies underlying creative executions used in marketing communication campaigns.

**MCM 723**  
*Metrics & Analytics (4 cr. hrs.)*  
*Offered: Franklin and Urbana*  
Prerequisite(s): Creative Concepts (MCM 721) or Strategy, Collaboration, & Communication (PUAD 745).

This course will expose students to a variety of fiscal and analytical competencies required for effective management and administration of marketing communication projects and departments. Instruction and assignments are designed to help you gain a comfort level with key marketing analytics such as forecasts, break-even analyses, budgets, financial statements, return on marketing (ROM) analyses, and cost/pricing models.

**MCM 727**  
*Behavioral Research (4 cr. hrs.)*  
*Offered: Franklin and Urbana*  
Prerequisite(s): Marketing Communication Essentials (MCM 713) or Strategy, Collaboration, & Communication (PUAD 745).

Understanding consumer motives and actions are essential to the success of any marketing effort. Students will explore consumer behavior, specifically analyzing consumer wants and needs and researching solutions to consumer problems. Students will learn to determine which qualitative and quantitative research measurements and analyses are best suited for specific types of consumer analyses.

**MCM 731**  
*Applied Marketing Communication Theory (4 cr. hrs.)*  
*Offered: Franklin and Urbana*  
Prerequisite(s): Metrics & Analytics (MCM 723).

Case studies, reflective exercises, advanced readings, and practical experiences are among the methods used in this course to illustrate how theorists and strategists will drive the continued evolution of the marketing communication professions.

**MCM 733**  
*Marketing Communication Planning (4 cr. hrs.)*  
*Offered: Franklin and Urbana*  
Prerequisite(s): Applied Marketing Communication Theory (MCM 731).

In this course, students will demonstrate their marketing competencies by developing marketing strategies and tactics for a live client, including market analysis, target marketing, branding, and message development.

**MCM 737**  
*Marketing Communication Management & Leadership (4 cr. hrs.)*  
*Offered: Franklin and Urbana*  
Prerequisite(s): Marketing Communication Planning (MCM 733).

Students will carry out the responsibilities and analyze the traits of successful marketing and communication professionals in this upper level course, which presents theories and scenarios involving supervision, management,
and leadership, while exploring related topics such as power, negotiation, conflict, and motivation.

**MCM 741**  
*Marketing Communication Capstone (4 cr. hrs.)*  
*Offered: Franklin and Urbana*  
**Prerequisite(s):** Marketing Communication Management & Leadership (MCM 737).

The capstone will be a culminating experience that will build upon all of the knowledge students have gained in the program. Students will work independently to research an organizational or societal situation or problem of their choice, leading to comprehensive recommendations and creation of an artifact that will demonstrate how a specific marketing communication concept and theory could be applied to address or resolve the situation.

**MASTER OF BUSINESS ADMINISTRATION**

**BSG 500**  
*MBA Essentials (3 cr. hrs.)*  
*Offered: Urbana*  
**Prerequisite(s):** None.

This course prepares and orient students for the MBA Program. It provides basics of economics, finance, accounting and general business essentials to be successful in the MBA program. This course also provides the academic expectations for students and guidance for professional conduct.

**BSG 501**  
*Ethics and Legal Issues in Business (3 cr. hrs.)*  
*Offered: Urbana*  
**Prerequisite(s):** BSG 500.

This course is designed to help future managers understand and analyze ethical issues in a business environment. Beginning at the individual level, the course progresses to organizational and societal perspectives. The course also examines legal issues in business, contrasting and comparing the impact upon decision-making. Using role-plays and case analysis, the course will help students to confront and successfully manage ethical and legal challenges.

**BSG 502**  
*Managerial Economics (3 cr. hrs.)*  
*Offered: Urbana*

**Prerequisite(s):** BSG 500.

This course is a study of the principles underlying some of the key decisions in a modern business enterprise in the areas of production, product pricing and resource demand. Attention is focused on the different industry structures in which firms operate (competitive, oligopolistic, etc.) as well as the nature and characteristics of consumer demand.

**BSG 503**  
*Management Science and Operations Management (3 cr. hrs.)*  
*Offered: Urbana*  
**Prerequisite(s):** BSG 500.

This course examines management science techniques used in modern organizations for assisting decision makers in today’s complex and uncertain environment. Topics covered include linear and integer programming, decisions under uncertainty, simulation and game theory, and project planning and analysis tools. The course utilizes both lecture and case studies.

**BSG 504**  
*Organizational Behavior (3 cr. hrs.)*  
*Offered: Urbana*  
**Prerequisite(s):** BSG 500.

This course examines the human side of organizations. The role of manager is examined to gain insight into those skills that facilitate leadership, organizational change and development, and managing human relationships.

**BSG 505**  
*Managerial Accounting (3 cr. hrs.)*  
*Offered: Urbana*  
**Prerequisite(s):** BSG 500.

This course focuses on developing those accounting tools which assist management. Emphasis will be on budgeting, cost derivation and measurement, product costing, cost systems and variance analysis, inventory valuation and control, and capital expenditure analysis.

**BSG 506**  
*Marketing Strategy (3 cr. hrs.)*  
*Offered: Urbana*  
**Prerequisite(s):** BSG 500.

The course examines the marketing role within the organization. A managerial emphasis is utilized, focusing upon development of the organization’s marketing policy.
and strategy, analysis and selection of markets to target, managing tactical response to a dynamic environment, and implementing the major elements of marketing policy.

**BSG 507**  
*Managerial Finance (3 cr. hrs.)*  
*Offered: Urbana*  
*Prerequisite(s): BSG 500.*

This course examines the role of financial management in supporting and sustaining the functional areas of the firm. Using cases and readings, students gain insight into the analysis of financial problems as well as the development of financial strategy.

**BSG 508**  
*Global Environment of Business (3 cr. hrs.)*  
*Offered: Urbana*  
*Prerequisite(s): BSG 500.*

The course deals with a cross-cultural assessment of business practice focusing upon managerial implications, consumer behavior patterns, cultural values, negotiation styles, financial matters and legal/political considerations. Cases and real world business problems will be used to gain decision-making insight into the challenges of global business.

**BSG 560**  
*Knowledge Management (3 cr. hrs.)*  
*Offered: Urbana*  
*Prerequisite(s): BSG 500.*

This course surveys technology and systems as tools which facilitate the management of business information and manufacturing processes. The course explores the transformation of data to information in order to facilitate higher quality decision-making, as well as timeliness and ease-of-use of information by decision makers. Also examined are the integration of technology, systems, and people, and how they assist the firm in achieving distinctive competencies.

**BSG 580**  
*Corporate Social Responsibility (3 cr. hrs.)*  
*Offered: Urbana*  
*Prerequisite(s): BSG 500.*

This course examines how enterprises can profitably manage their commitments to the community and the environment, relationships with stakeholders, and corporate citizenship. Topics examined include managing business processes for ecological and social sustainability.

**BSG 600**  
*Business Policy (3 cr. hrs.)*  
*Offered: Urbana*  
*Prerequisite(s): BSG 500-580.*

This course integrates prior studies and exposes future managers to the challenge of creating and sustaining competitive advantage in the marketplace, while maintaining sufficient profitability. Through extensive case studies students must utilize accumulated knowledge from their entire MBA program in order to successfully master the challenges presented.

**MBA 699**  
*Independent Studies in MBA (1-4 cr. hrs.)*  
*Offered: Franklin and Urbana*  
*Prerequisite(s): Minimum 3.00 cumulative GPA, at least 16 credit hours completed at Franklin, related coursework completed with a minimum grade of “B” and permission of the Program Chair.*

Independent studies courses allow students in good academic standing to pursue learning in areas not covered by regular curriculum or to extend study in areas currently taught. Study is under faculty supervision and graded on a letter-grade basis. (See “Independent Studies” for details.)

**MBA 707**  
*MBA Foundations (4 cr. hrs.)*  
*Offered: Franklin and Urbana*  
*Prerequisite(s): Acceptance into the MBA program.*

More than ever before, the ability to understand and be understood is critical for success in the corporate world. Communication is no longer limited by the narrow definitions of the past. Achieving a business leadership position today means not only being adept at both oral and written communication, but also understanding communication from a strategic point of view and knowing how to effectively organize and present information to audiences of all sizes. In this course, you will develop and refine these capabilities. What you gain from this course will be of value throughout your MBA program, as well as in the workplace.

**MBA 711**  
*Business Environment (4 cr. hrs.)*  
*Offered: Franklin and Urbana*  
*Prerequisite(s): MBA Foundations (MBA 707); or Healthcare Delivery Systems (HCM 735); or Methodological Reasoning & Quantitative Analysis (PUAD 715).*

This course systematically explores the external environment in which businesses operate – legal and
regulatory, macroeconomic, cultural, political, technological, and natural. Additionally, the course will examine the critical opportunities and threats that arise from an analysis of external business conditions. Students will apply scenario planning to a selected industry and synthesize trends in the external environment in the presence of risk and uncertainty.

**MBA 713**  
*Human Resources Management (4 cr. hrs.)*  
*Offered: Franklin and Urbana*  
Prerequisite(s): Business Environment (MBA 711).

Organizations are composed of groups of people who work together to achieve defined outcomes. Experience has proven time and again that the key factor which differentiates successful companies from those who struggle to survive is people who make up the employee base. While the human resources function is given the specific task of planning for and resolving many employee-related issues and needs, individual managers have direct responsibility and accountability for motivating and leading employees to achieve sustained organizational success. The purpose of this course is to provide students with the knowledge and skills needed to work effectively with human resources to enhance the contributions of all employees to organizational effectiveness. Students will learn about the elements which drive business success, theories of motivation, and methods for creating a plan for maximizing the human capital of an organization.

**MBA 721**  
*Marketing Management (4 cr. hrs.)*  
*Offered: Franklin and Urbana*  
Prerequisite(s): Human Resources Management (MBA 713); or Operations Management (MBA 731); or Healthcare Delivery Systems (HCM 735); or Methodological Reasoning & Quantitative Analysis (PUAD 715).

In today's business world, success can often be attributed more to the genius of a company's marketing efforts than to the genius of its products or services. A clear understanding of the importance of marketing, as well as a grasp of effective marketing practices, is essential for anyone who wishes to achieve a position of leadership. You will gain a working knowledge of both marketing theory and the practical application of innovative marketing strategies. You will come to understand how product, price, place, and promotion contribute to the marketing mix as you explore research-based insights into consumer behavior. As your final course assignment, you will prepare and present a marketing plan of your own.

**MBA 723**  
*Managerial Economics (4 cr. hrs.)*  
*Offered: Franklin and Urbana*  
Prerequisite(s): Marketing Management (MBA 721).

This course surveys the fundamental concepts and methods of economic analysis for managers. Real-world decision making is emphasized. Application of key economic concepts such as market demand, market supply, market equilibrium, marginal analysis, production, costs, revenue, profit, and market structure constitute the core material of the course.

**MBA 727**  
*International Business Management (4 cr. hrs.)*  
*Offered: Franklin and Urbana*  
Prerequisite(s): MBA Foundations (MBA 707) or Healthcare Delivery Systems (HCM 735).

Globalization has opened the world marketplace to companies that were once merely regional or even local operations. This course is designed to equip you with the knowledge and decision-making skills to perform effectively as a leader within a company with global operations. Course content covers multinational business strategies, from exporting to foreign direct investment, as well as economic, political, and cultural influences on the international marketplace.

**MBA 731**  
*Operations Management (4 cr. hrs.)*  
*Offered: Franklin and Urbana*  
Prerequisite(s): Business Environment (MBA 711) or Methodological Reasoning & Quantitative Analysis (PUAD 715).

In today's business environment, the success of organizations depends on the effective and efficient management of operations. Methods to select, plan, and improve organizational processes will be examined. The application of optimal capacity decisions in supply chains, development production, and inventory plans and schedules will be performed. The student will learn quality management and improvement process to increase the efficiency of a process.

**MBA 733**
Financial & Managerial Accounting (4 cr. hrs.)  
Offered: Franklin and Urbana  
Prerequisite(s): Marketing Management (MBA 721) or Methodological Reasoning & Quantitative Analysis (PUAD 715).

Effective leadership in today's complex and highly regulated business environment demands more than a working knowledge of basic accounting practices. Managers must fully grasp sophisticated financial and managerial accounting concepts and be able to apply them with ease in handling day-to-day responsibilities. Managers must also be well versed in the intricacies of corporate governance and asset protection. In this course, students will develop a clear understanding of these critical functions and issues. Students will study the foundational aspects of financial accounting, including professional structure, the interrelationships of financial statements, and multiple forms of financial analysis. Additionally, the functional aspects of managerial accounting will be covered, including planning, decision making, and performance evaluation.

MBA 737  
Corporate Finance (4 cr. hrs.)  
Offered: Franklin and Urbana  
Prerequisite(s): Financial & Managerial Accounting (MBA 733).

Financial decisions made at the higher levels of a business organization can have far-reaching effects. Intended to achieve firm operating goals and create shareholder value, they must be made judiciously, with a thorough understanding of all the factors involved. In this course, you will learn to apply the analytical techniques required for developing effective and workable financial solutions at the executive level. You will gain an overall understanding of the workings of the U.S. financial system. In addition, you will study the concepts of financial risk, return, and the valuation of bonds, common and preferred stock, cost of capital, capital budgeting, capital structure, and the evaluation of investment opportunities.

MBA 741  
Strategic Management (4 cr. hrs.)  
Offered: Franklin and Urbana  
Prerequisite(s): Corporate Finance (MBA 737).

One of the keys to success for today's organizations is their ability to develop, implement, and accurately evaluate effective business strategies. In this course, you will integrate the knowledge you have gained from your prior MBA courses to develop and sharpen your skills for formulating, deploying, and assessing an organization's strategy for achieving competitive advantage in the marketplace. This course will enable you to merge your knowledge of all of these individual disciplines into a comprehensive and meaningful whole.

MASTER OF BUSINESS ADMINISTRATION: HEALTHCARE

BSG 500H  
MBA Essentials (4 cr. hrs.)  
Offered: Urbana  
Prerequisite(s): None.

This course prepares and orients students for the MBA Health Care Program at Urbana University. The MBA Health Care Program has eliminated the course prerequisites in business and uses this course to provide the basics of economics, finance, accounting, in addition to the general business essentials to be a successful student in the program. The course also provides the academic expectations for students and guidance for professional conduct.

BSG 502H  
Managerial Economics for the Health Care Industry (4 cr. hrs.)  
Offered: Urbana  
Prerequisite(s): None.

This course introduces different methods of analyzing and presenting economic information relevant to the development of general strategies for management. Theoretical concepts will be applied to various health care issue and policy implication. Theoretical topics for discussion include demand and supply analysis, production theory and cost analysis, an analysis of competitive strategies for different products or services within different market structures and game theory strategies.

BSG 503H  
Management Science and Operations Management for Health Care Organizations (4 cr. hrs.)  
Offered: Urbana  
Prerequisite(s): None.

This course examines management science techniques used in modern health care organizations for assisting decision makers in today's complex and uncertain environment. Topics covered include linear and integer programming, decisions under uncertainty, simulation and game theory, and project planning and analysis tools. The course utilizes both mathematical model development and case studies related to the health care industry.
**BSG 504H**
*Leadership and Organizational Behavior within the Health Care Sector (4 cr. hrs.)*
*Offered: Urbana*
Prerequisite(s): None.
This course examines the human side of organizations. The role of manager within the corporate health care environment is examined to gain insight into those skills that facilitate leadership, organizational change and development, and managing human relationships for a health care manager to their subordinates.

**BSG 505H**
*Managerial Accounting for Health Care Managers (4 cr. hrs.)*
*Offered: Urbana*
Prerequisite(s): None.
This course focuses on developing those accounting tools which assist health care facilitators and management. Emphasis will be on interpreting capital budgeting of health care capital projects, cost derivation and measurement, product costing, cost systems and variance analysis, inventory valuation and control and capital expenditure analysis. The course emphasizes the interpretation of accounting reports and how these impart the day to day activity within a health care facility and family practice.

**BSG 506H**
*Marketing Strategy for Health Care Organizations (4 cr. hrs.)*
*Offered: Urbana*
Prerequisite(s): None.
The course examines the marketing role within health care organizations. A managerial emphasis is utilized, focusing upon development of the organization's marketing policy and strategy, analysis and selection of markets to target, managing tactical response to a dynamic environment, and implementing the major elements of marketing policy. The course also analyzes marketing strategies for the non-profit health care facilities.

**BSG 507H**
*Managerial Finance for Health Care Facilities (4 cr. hrs.)*
*Offered: Urbana*
Prerequisite(s): None.
This course examines the role of financial management in supporting and sustaining the functional areas of firms in health care related industries. Using cases and readings, students gain insight into the analysis of financial problems as well as the development of financial strategy for health care managers.

**BSG 508H**
*International Health Care Insurance Business Models (4 cr. hrs.)*
*Offered: Urbana*
Prerequisite(s): None.
The course deals with a cross-cultural assessment of business practice and different insurance programs that focus on managerial implications, consumer behavior patterns, cultural values, negotiation styles, and the financial, legal, and political aspects of health care related issues. Cases and real world business problems and different health insurance systems will be used to gain decision-making insight into the different models of conducting global health care business.

**EDUCATION: GRADUATE/DOCTORAL**

**EDG 601**
*Learning Theories for Different Populations (3 cr. hrs.)*
*Offered: Urbana*
Prerequisite(s): None.
This course provides students with a foundation and perspectives on the nature of learning. Students will examine the ideas of learning theorists and sample, relevant research, looking for the relationship between theories of learning and the teaching methods by which they are applied in the classroom. Not available at this time.
EDG 602  
*Human Relations for Effective Educators (3 cr. hrs.)*  
*Offered: Urbana*  
Prerequisite(s): None.

This course is designed to provide educators with the knowledge and skills necessary to establish a classroom learning-community in which teachers can organize and conduct effective instruction, and in which their students can be challenged and highly involved in those learning activities. Educators will learn the relationships and interactions of different student populations that will allow the teacher to develop targeted learning communities for multiple populations. Smooth running classrooms exist because teachers have clear ideas about classroom conditions and student behaviors necessary for a healthy learning environment. Not available at this time.

EDG 604  
*Teaching Models (3 cr. hrs.)*  
*Offered: Urbana*  
Prerequisite(s): None.

This course will focus on several teaching models and how these models may be used in organizing instruction, studying classroom interaction and effectiveness. Not available at this time.

EDG 606  
*Curriculum and Teaching Design and Theory: Mathematics (3 cr. hrs.)*  
*Offered: Urbana*  
Prerequisite(s): None.

An examination of the theory and practice of the design, development, implementation and evaluation of curricula for K-12 in a specific content area. This course reflects the emergent trends in the field of curriculum and teaching design and how it can be best utilized in the specific content area of mathematics. Not available at this time.

EDG 607  
*Curriculum and Teaching Design and Theory: Science (3 cr. hrs.)*  
*Offered: Urbana*  
Prerequisite(s): None.

An examination of the theory and practice of the design, development, implementation and evaluation of curricula for K-12 in a specific content area. This course reflects the emergent trends in the field of curriculum and teaching design and how it can be best utilized in the specific content area of sciences. Not available at this time.

EDG 608  
*Curriculum and Teaching Design and Theory: English Language (3 cr. hrs.)*  
*Offered: Urbana*  
Prerequisite(s): None.

An examination of the theory and practice of the design, development, implementation and evaluation of curricula for K-12 in a specific content area. This course reflects the emergent trends in the field of curriculum and teaching design and how it can be best utilized in the specific content area of English language. Not available at this time.

EDG 609  
*Computers in Education (3 cr. hrs.)*  
*Offered: Urbana*  
Prerequisite(s): None.

This course is designed to emphasize the use of technology in both the classroom and in data management for program evaluation and administration. Students will be expected to generate a series of products that can be used to support the teaching/learning process. Not available at this time.

EDG 622  
*Application of Content & Pedagogy Principles for Mathematics (3 cr. hrs.)*  
*Offered: Urbana*  
Prerequisite(s): None.

This course reviews standard and new applications of pedagogy related to specific age groups within a specific content area. Students will design and conduct age appropriate lessons on specific content topics throughout the course. Students will analyze learning resources appropriate for the content and age group and integrate technology applications within the application activities. Not available at this time.

EDG 623  
*Application of Content & Pedagogy Principles for Sciences (3 cr. hrs.)*  
*Offered: Urbana*  
Prerequisite(s): None.

This course reviews standard and new applications of pedagogy related to specific age groups within a specific content area. Students will design and conduct age appropriate lessons on specific content topics throughout the course. Students will analyze learning resources appropriate for the content and age group and integrate technology applications within the application activities. Not available at this time.
**EDG 624**  
*Application of Content & Pedagogy Principles for English Language (3 cr. hrs.)*  
*Offered: Urbana*  
Prerequisite(s): None.  
This course reviews standard and new applications of pedagogy related to specific age groups within a specific content area. Students will design and conduct age appropriate lessons on specific content topics throughout the course. Students will analyze learning resources appropriate for the content and age group and integrate technology applications within the application activities. Not available at this time.

**EDG 632**  
*Differentiating Curriculum (3 cr. hrs.)*  
*Offered: Urbana*  
Prerequisite(s): None.  
This course will examine two critical areas: differentiated instruction and inclusive schooling. In looking at differentiated instruction, students will be examining how traditional assessment observation techniques and authentic assessments can be used to determine strategies, methods and materials for optimal learning. This course will also examine how to teach in such a way that children, including those with mild to severe disabilities, children who are gifted, and children from diverse cultural and ethnic groups, learn together well. Not available at this time.

**EDG 633**  
*Inclusionary Issues (3 cr. hrs.)*  
*Offered: Urbana*  
Prerequisite(s): None.  
This course will provide an overview of the exceptionalities found in an inclusionary classroom. These will include, but not be limited to students with mental retardation, cognitive delays, specific learning disabilities, attention deficit disorder, attention deficit hyperactivity disorder, severe emotional disorders, communication disorders, autistic spectrum disorders, physical disabilities, health issues, hearing and visual impairment, and talented and gifted. This course will also include studies of cognition, intelligences, learning styles and modalities, as well as various service models of instruction. Not available at this time.

**EDG 645**  
*Contemporary Issues in Education (3 cr. hrs.)*  
*Offered: Urbana*  
Prerequisite(s): None.  
This course will focus on current educational reform and research findings with respect to school organizations and governance, teaching, learning and classroom management. Students will investigate and discuss these and many other areas of current educational interest. Not available at this time.

**EDG 647**  
*Changing Values and Education (3 cr. hrs.)*  
*Offered: Urbana*  
Prerequisite(s): None.  
This course provides an overview of the impact on education of the changing values of the broader society. Such trends as increasing geographic mobility, continuing concentration of minority population in cities, changes in the traditional family, and evolution in the nature and areas of employment opportunities are examined in light of the impact of these changes on the role of the teacher and the educational community at large. Students are expected to develop further understanding of these changes and generate appropriate responses. Not available at this time.
EDG 680
**independent Study (1 cr. hrs.)**
Offered: Urbana
Prerequisite(s): Approval of the Graduate Director, the College Dean, and the Executive Vice President & Provost.
Prerequisite: Graduate Program in Education.
These courses involve individualized study, informal conferences to allow discussion, and research of a specific topic of study. The student(s) and the instructor prior to the start of the semester mutually agree upon the topic and its evaluation. Not available at this time.

EDG 690
**Graduate Education Workshop (3 cr. hrs.)**
Offered: Urbana
Prerequisite(s): None.
AS NEEDED.

EDG 708
**Application of Educational Research (3 cr. hrs.)**
Offered: Urbana
Prerequisite(s): None.
This course is designed to enable teachers to become proficient users of the methods and products of educational research. This will include review of types of educational and social science research, including both quantitative and qualitative designs. The students will be given the opportunity to utilize educational resources, current technology, and statistical analysis in order to design a research study for the capstone experience which follows. Not available at this time.

EDG 711
**Applications of School Law (3 cr. hrs.)**
Offered: Urbana
Prerequisite(s): None.
This course addresses the status and judicial decisions which relates to schools and the responsibilities of the board of education, teachers, and administrators. Emphasis is placed on understanding the legal framework as it relates to providing quality instruction. Not available at this time.

EDG 712
**Applications of School Finances (3 cr. hrs.)**
Offered: Urbana
Prerequisite(s): None.
This course emphasizes the individual school’s involvement with financial issues and the position of the individual school in the broader system. This course addresses topics such as equity, adequacy, efficiency in school funding; local, state, and federal funding sources; funding methods; and budgeting emphasizing features unique to Ohio. Not available at this time.

EDG 775
**Proposal Development (2 cr. hrs.)**
Offered: Urbana
Prerequisite(s): None.
This course emphasizes the individual school’s involvement. This course allows the student to conduct research in the development of the thesis proposal. Not available at this time.

EDG 800
**Research/Capstone (3 cr. hrs.)**
Offered: Urbana
Prerequisite(s): None.
This practicum will provide the opportunity for the student to try out new understanding about teaching and schooling. This course will represent a laboratory experience in which the student will experiment, reflect, and critique. It also provides students with an opportunity to apply theoretical principles to their individual situations. A project is to be used as a culminating experience of the candidates’ master’s program. Not available at this time.

**MATHEMATICS**

MAT 105
**Fundamentals of Mathematics (3 cr. hrs.)**
Offered: Urbana
Prerequisite(s): Placement by examination.
A terminal mathematics course for liberal arts majors that will satisfy the mathematics core requirement. An intuitive approach using practical examples is emphasized to help students understand and use mathematics such as sets, logic, probability, statistics, number theory, algebra, geometry, and consumer mathematics.

MAT 113
**Math for Elementary School teachers (3 cr. hrs.)**
Offered: Urbana
Prerequisite(s): None.
An introductory course for pre-service and in-service elementary school teachers. Topics covered include problem solving, sets, numeration systems, number theory, geometry and measurement, modeling real world problems, set theory, applying logic, and modular arithmetic.
**MAT 115**  
*Algebra with Business Applications (3 cr. hrs.)*  
*Offered: Urbana*

Prerequisite(s): Placement by examination.

An intermediate algebra course with applications from business for business majors. Topics studied include variables, functions, polynomials, factoring, linear and quadratic equations, exponents and radicals, graphing, systems of equations, linear programming, logarithms, mathematics of finance and matrices.

**MAT 220**  
*Pre-Calculus (4 cr. hrs.)*  
*Offered: Urbana*

Prerequisite(s): Placement by examination.

A study of the basic concepts of algebra including factoring, graphing, equations, inequalities, ratio and proportion and rational functions, exponential and logarithmic functions, trigonometric functions, complex numbers, and some elementary topics in theory of equations.

**MAT 241**  
*Calculus and Analytic Geometry I (4 cr. hrs.)*  
*Offered: Urbana*

Prerequisite(s): MAT 220 or equivalent.

A study of single variable calculus including functions, limits, the derivative, applications of the derivative, the integral, and applications of the integral.

**MAT 242**  
*Calculus and Analytic Geometry II (4 cr. hrs.)*  
*Offered: Urbana*

Prerequisite(s): MAT 241.

A continuation of MAT 241 which includes logarithmic and exponential functions, inverse trigonometric and hyperbolic functions, techniques of integration, indeterminate forms, improper integrals, and sequences and series.

**MAT 255**  
*Multivariable Calculus (4 cr. hrs.)*  
*Offered: Urbana*

Prerequisite(s): MAT 242.

A study of the calculus of several variables with applications.

The course covers conic sections, polar coordinates, parametric equations, vectors in two and three dimensions, partial derivatives, and multiples integrals.

**MAT 330**  
*Differential Equations (3 cr. hrs.)*  
*Offered: Urbana*

Prerequisite(s): None.

This course is an introduction to ordinary differential equations. Basic topics include first-order equations, homogeneous equations, higher-order linear differential equations, second-order linear differential equations with constant coefficients, series solutions, boundary-value problems, and systems of linear differential equations. Methods of solution and applications are discussed in detail.

**MAT 343**  
*Real Analysis (4 cr. hrs.)*  
*Offered: Urbana*

Prerequisite(s): MAT 255 or permission of instructor.

The important concepts of calculus are studied in rigorous detail. Emphasis is on logical details rather than techniques and calculations. Topics studied include limits, continuity, sequences and series, and the derivative and the integral.

**MAT 361**  
*History of Mathematics (3 cr. hrs.)*  
*Offered: Urbana*

Prerequisite(s): MAT 241 or permission of instructor.

A chronological study of the development of mathematics over the past five thousand years, including important mathematical developments, the biographies of the mathematicians involved, and the social and cultural atmosphere in which they lived and worked.

**MAT 418**  
*College Geometry (3 cr. hrs.)*  
*Offered: Urbana*

Prerequisite(s): MAT 241 or permission of instructor.

A study of Euclidean and non-Euclidean geometries as a logical system of undefined terms, defined terms, axioms and theorems.

**MAT 427**  
*Linear Algebra (3 cr. hrs.)*  
*Offered: Urbana*

Prerequisite(s): MAT 255 or permission of instructor.

A study of the basic concepts of linear algebra including
systems of linear equations, Gaussian elimination, matrices, determinants, vectors, vector spaces, and linear transformations.

**MAT 446**  
*Algebraic Structures (4 cr. hrs.)*  
*Offered: Urbana*  
Prerequisite(s): MAT 320 or permission of instructor.  
An introduction to abstract algebra in a way that emphasizes the nature of the subject and the techniques of rigorous proof. Topics included are sets, mappings, binary operations, groups, rings, fields, and polynomials.

**MAT 450**  
*Statistics I (4 cr. hrs.)*  
*Offered: Urbana*  
Prerequisite(s): MAT 320 or permission of instructor.  
The course covers sets and probability, discrete and continuous probability, distributions and functions of random variables.

**MAT 505**  
*Managerial Accounting (3 cr. hrs.)*  
*Offered: Urbana*  
Prerequisite(s): None.  
This course focuses on developing those accounting tools which assist management. Emphasis will be on budgeting, cost derivation and measurement, product costing, cost systems and variance analysis, inventory valuation and control, and capital expenditure analysis. Cross-listed with BSG 505.

**MAT 507**  
*Managerial Finance (3 cr. hrs.)*  
*Offered: Urbana*  
Prerequisite(s): None.  
This course examines the role of financial management in supporting and sustaining the functional areas of the firm. Using cases and readings, students gain insight into the analysis of financial problems as well as the development of financial strategy. Cross-listed with BSG 507.

**MAT 606**  
*Curriculum and Teaching Design and Theory: Mathematics (3 cr. hrs.)*  

**MAT 622**  
*Application of Content and Pedagogy (3 cr. hrs.)*  
*Offered: Urbana*  
Prerequisite(s): None.  
This course reviews standard and new applications of pedagogy related to specific age groups within mathematics. Students will design and conduct age appropriate lessons on specific mathematical topics throughout the course. Students will analyze learning resources appropriate for mathematics and the age group and integrate technology applications within the application activities. Cross-listed with EDG 622.

**MAT 640**  
*Applied Statistics (3 cr. hrs.)*  
*Offered: Urbana*  
Prerequisite(s): None.  
Applications of statistical techniques and methods will be explored, including a review of statistics and probability, exploratory data analysis and descriptive statistics, fundamental statistical tests, regression analysis, selection of adequate analytical methods as well as interpretation and reporting of results. The course is designed to provide numerous opportunities to apply various statistical methods to research hypotheses and problems.

**MAT 712**  
*School Finance (3 cr. hrs.)*  
*Offered: Urbana*  
Prerequisite(s): None.  
This course emphasizes the individual school's involvement with financial issues and the position of the individual school in the broader system. This course addresses topics such as equity, adequacy, efficiency in school funding; local, state, and federal funding sources; funding methods; and budgeting emphasizing features unique to Ohio.
Prerequisite(s): None. Not open to students with credit for Introduction to Algebra.

This course is graded on a Pass/No Credit basis and carries institutional credit but does not count toward degree requirements. Students who place into this course must pass it prior to enrolling in any course at the 200 level or higher. This course is designed for students who, having been away from math for a period of time, need to re-sharpen their college entry-level skills and for students whose previous work left them with insufficient skills. Topics include fractions, decimals, percents, ratios and proportions, basic statistics, basic geometry, signed numbers, order of operations, basic equations and inequalities, mathematical notation, and estimation. Emphasis is placed on the development of reasoning and logical thinking through applications.

**MATH 140**  
*Introduction to Quantitative Reasoning (4 cr. hrs.)*  
*Offered: Franklin and Urbana*

Prerequisite(s): Re-Entry Mathematics (MATH 040) or its transfer equivalent or appropriate score on mathematics placement test and Learning Strategies (PF 321).

This is the first course in algebra specifically designed for students who are enrolled in programs that do not require College Algebra. The course will include basic traditional beginning algebra topics including basic numeric/algebraic skills and reasoning, solving linear equations, systems and inequalities, basic functions, basics of graphing including algebraic and statistical graphs as well as some data literacy. The topics will be addressed in a contextualized format incorporating a pedagogy that promotes problem solving and critical thinking skills through collaborative work and technology tools.

**MATH 150**  
*Fundamental Algebra (4 cr. hrs.)*  
*Offered: Franklin and Urbana*

Prerequisite(s): Re-Entry Mathematics (MATH 040) or its transfer equivalent or appropriate score on mathematics placement test and Learning Strategies (PF 321).

This course will address the outcomes of introductory and intermediate algebra. Topics include: basic algebraic properties, integers, simplifying and factoring polynomials, solving and graphing linear equations and inequalities, solving systems of equations in two variables, functions, rational expressions, quadratic and rational equations, absolute value, radicals, graphing systems of equations, and other selected topics. Applications will be emphasized, and numeric, algebraic, and graphical modes will be used.

**MATH 160**  
*College Algebra (4 cr. hrs.)*  
*Offered: Franklin and Urbana*

Prerequisite(s): Fundamental Algebra (MATH 150) or passing the Algebra Competency examination and Learning Strategies (PF 321).

This course is designed to prepare students for Applied Calculus and Discrete Mathematics and to provide the mathematical background needed for the analytic reasoning used in other courses. Topics include functions and their graphs, including exponential and logarithmic functions; complex numbers; systems of equations and inequalities; matrices; basic principles of counting and probability; and other selected topics.

**MATH 210**  
*Finite Mathematics (4 cr. hrs.)*  
*Offered: Franklin and Urbana*

Prerequisite(s): Fundamental Algebra (MATH 150) and Learning Strategies (PF 321).

This course includes such topics as matrices, solutions of simultaneous linear equations using matrix methods, graphic and simplex solutions to linear programming problems, set theory, counting problems (including permutations and combinations), probability theory (including Bayes’ theorem), Markov chains, and the mathematics of finance. Game theory may be discussed if time permits. Applications in business, economics, and management are emphasized.

**MATH 215**  
*Statistical Concepts (4 cr. hrs.)*  
*Offered: Franklin and Urbana*

Prerequisite(s): Learning Strategies (PF 321), Introduction to Spreadsheets (PF 106), and either Introduction to Quantitative Reasoning (MATH 140) for students pursuing a non-STEM major, or Fundamental Algebra (MATH 150).

This course introduces the student to statistics with business applications. The course covers both descriptive and inferential statistics. Topics included are: measures of central tendency; measures of dispersion; graphical displays of data; linear regression; basic probability concepts; binomial and normal probability distributions; confidence intervals; and hypothesis testing. These topics will be covered using a basic knowledge of algebra and Microsoft Excel.
MATH 320  
*Discrete Mathematics (4 cr. hrs.)*  
*Offered: Franklin and Urbana*

Prerequisite(s): College Algebra (MATH 160) and Learning Strategies (PF 321).

This course introduces students to fundamental algebraic, logical and combinatorial concepts in mathematics that are needed in upper division computer science courses. Topics include logic; sets, mappings, and relations; elementary counting principles; proof techniques with emphasis on mathematical induction; graphs and directed graphs; Boolean algebras; recursion; and applications to computer science.

MATH 380  
*Probability & Statistics (4 cr. hrs.)*  
*Offered: Franklin and Urbana*

Prerequisite(s): One semester of calculus and Learning Strategies (PF 321).

This course is designed to introduce probability theory, statistical inference, analysis of variance and regression techniques to students majoring in Computer Science. Topics include sets and probability, random variables, discrete and continuous probability distributions, estimation theory, hypothesis testing, regression and correlation, and analysis of variance.

MATH 480  
*Special Topics in Mathematics (1-4 cr. hrs.)*  
*Offered: Franklin and Urbana*

Prerequisite(s): Determined on a course-by-course basis and published in the trimester Course Schedule.

A variable content classroom course in Mathematics in which students pursue topics or subjects of current interest that are not part of the regular curriculum. A specific course description will be published online in the Course Schedule for the trimester the course is offered.

MATH 499  
*Independent Studies in Mathematics (1-4 cr. hrs.)*  
*Offered: Franklin and Urbana*

Prerequisite(s): Minimum 2.00 cumulative GPA, at least 16 credit hours completed at Franklin, related coursework completed with minimum grade of “B” and permission of Program Chair.

Independent studies courses allow students in good academic standing to pursue learning in areas not covered by the regular curriculum or to extend study in areas presently taught. Study is under faculty supervision and graded on either a Pass/No Credit or a letter grade basis. (See “Independent Studies” for more details.)

MATH 807  
*Introduction to Statistics with SAS (2 cr. hrs.)*  
*Offered: Franklin*

Prerequisite(s): MTHD 805

This course will introduce the concepts of descriptive statistics with the use of SAS software. Topics will include basic statistical terminology, statistical graphs, numerical summaries of data, probability concepts and distributions, and sampling distributions. The course is designed to integrate the use of SAS with the aforementioned concepts and to provide opportunities to interpret its outputs.

MATH 810  
*Applied Statistics (4 cr. hrs.)*  
*Offered: Franklin*

Prerequisite(s): MATH 807

Applications of statistical techniques and methods will be explored, including fundamental statistical tests for central values, variances and categorical variables; regression analysis and general linear model. The emphasis will be on selecting and applying the appropriate statistical techniques as well as interpretation and reporting of results with the use of a major statistical software. The course is also designed to provide numerous opportunities to critique statistical techniques commonly used in empirical research articles.

METEOROLOGY

MET 212  
*Meteorology (4 cr. hrs.)*  
*Offered: Urbana*

Prerequisite(s): None.

This course is designed to acquaint the student with the atmosphere and atmospheric processes that produce weather systems. The course is descriptive, with emphasis on cloud formation, heat, pressure, precipitation, wind storm, and air pollution. Three one-hour lectures and one two-hour laboratory per week. Fee applies.

METHODS

MTHD 805  
*Research Methodology and Design (3 cr. hrs.)*  
*Offered: Franklin*

Prerequisite(s): ENG 800.

Students will learn about research methodology, related methods, and how to apply them in valid and reliable
research designs. Students will be taught how to construct new theories, connect research theory and design to application and practice in the organization. This course will begin to prepare students to identify a research problem, conduct a literature review, and select appropriate research methodology for their dissertation. Issues of research ethics will be discussed.

**MTHD 820**  
*Advanced Quantitative Research Design and Analysis (4 cr. hrs.)*  
*Offered: Franklin*  
Prerequisite(s): ENG 800 and MTHD 805.  
This is an advanced course in statistics that covers complex analyses used in education and data-driven decision making. The course is designed to broaden and deepen student understanding of advanced statistics in multivariate techniques. The emphasis of the course is on practical application of concepts learnt. To this end, the course is developed to balance theory and application and provides numerous opportunities for application to practical problems. Students will also complete their second colloquia.

**MTHD 822**  
*Advanced Qualitative Research Design and Analysis (4 cr. hrs.)*  
*Offered: Franklin*  
Prerequisite(s): ENG 800 and MTHD 805.  
The advanced qualitative research course builds on the knowledge and skills students acquire in GRAD 810. This course leads students on an in depth treatment of qualitative research methodology, exploring its theoretical underpinnings and associated methods for design, data collection, interpretation, and reporting of results. Ethics are emphasized for each stage of research. This course will guide students to develop the methodology and data analysis for their dissertation proposal and research. Students will also complete their second colloquia if they had not enrolled in MTHD 820.

**MILITARY SCIENCE AND LEADERSHIP**  
The following Army ROTC courses are taught at Capital University and offered to Franklin University students. Students attend classes at Capital University but credit is awarded by Franklin University.

**MS 111**  
*Introduction to the Army & Critical Thinking (2 cr. hrs.)*  
*Offered: Franklin and Urbana*  
Prerequisite(s): None.  
Introduces students to the personal challenges and competencies that are critical for effective leadership. Cadets learn how the personal development of life skills such as critical thinking, goal setting, time management, physical fitness, and stress management relate to leadership, officership, and the Army profession. The focus is on developing basic knowledge and comprehension of Army leadership dimensions while gaining a big picture understanding of the ROTC program, its purpose in the Army, and its advantages for the student.

**MS 112**  
*Introduction to the Profession of Arms (2 cr. hrs.)*  
*Offered: Franklin and Urbana*  
Prerequisite(s): None.  
Overviews leadership fundamental such as setting direction, problem solving, listening, presenting briefs, providing feedback, and using effective writing skills. Students explore dimensions of leadership, attributes, and core leader competencies in the context of practical, hands-on, and interactive exercises. Cadre role models and the building of stronger relationships among the students through common experience and practical interaction are critical aspects of the MS 112 experience.

**MS 211**  
*Foundations of Leadership (3 cr. hrs.)*  
*Offered: Franklin and Urbana*  
Prerequisite(s): None.  
Explores the dimensions of creative and innovative tactical leadership strategies and styles by examining team dynamics and two historical leadership theories that form the basis of the Army leadership framework (trait and behavior theories). Students practice aspects of personal motivation and team building in the context of planning, executing, and assessing team exercises and participating in leadership labs. Focus is on continued development of the knowledge of leadership values and attributes through an understanding of Army rank, structure, and duties and basic aspects of land navigation and squad tactics. Case studies provide tangible context for learning the Soldier’s Creed and Warrior Ethos as they apply in the contemporary operating environment (COE).

**MS 212**  
*Foundations of Tactical Leadership (3 cr. hrs.)*  
*Offered: Franklin and Urbana*  
Prerequisite(s): None.  
Examines the challenges of leading tactical teams in the
operational environment. The course highlights dimension of terrain analysis, patrolling, and operation orders. Further study of the theoretical basis of the Army Leadership requirements model explores the dynamics of adaptive leadership in the context of military operations. This course provides a smooth transition into MS 311. Students develop greater self-awareness as they assess their own leadership styles and practice communication and team building skills. Practical exercises give insight into the importance and practice of teamwork and tactics in real-world scenarios.

**MS 311**  
*Adaptive Team Leadership (3 cr. hrs.)*  
*Offered: Franklin and Urbana*  
Prerequisite(s): Introduction to the Army & Critical Thinking (MS 111), Introduction to the Profession of Arms (MS 112), Foundations of Leadership (MS 211), and Foundations of Tactical Leadership (MS 212).

Challenges students to study, practice, and evaluate adaptive leadership skills as they are presented with challenging scenarios related to squad tactical operations. Students receive systematic and specific feedback on their leadership attributes and actions. Based on such feedback, as well as their own self-evaluations, students continue to develop their leadership and critical thinking abilities. The focus is developing students’ tactical leadership abilities to enable them to succeed at ROTC's summer Cadet Leaders Course (CLC).

**MS 312**  
*Applied Team Leadership (3 cr. hrs.)*  
*Offered: Franklin and Urbana*  
Prerequisite(s): Adaptive Team Leadership (MS 311).

Uses increasingly intense situational leadership challenges to build student awareness and skills in leading tactical operations at the small unit level. Students review aspects of full spectrum operations. They also conduct military briefings and develop proficiency in garrison operation orders. The focus is on exploring, evaluating, and developing skills in decision-making, persuading, and motivating team members in the contemporary operating environment (COE). MS 312 students are evaluated on what they know and do as leaders as they prepare to attend the ROTC summer Cadet Leaders Course (CLC).

**MS 313**  
*Cadet Leaders Course (CLC) (3 cr. hrs.)*  
*Offered: Franklin and Urbana*  
Prerequisite(s): Adaptive Team Leadership (MS 311).

Warrior Forge: A five-week summer training course held at Fort Knox, Kentucky. The course is designed to develop leadership in a demanding environment and to evaluate the student’s officer potential. Cadets are ranked upon the completion of this training. Topics include confidence training, weapons familiarization, land navigation, and small unit tactics.

**MS 411**  
*Adaptive Leadership (3 cr. hrs.)*  
*Offered: Franklin and Urbana*  
Prerequisite(s): Adaptive Team Leadership (MS 311), Applied Team Leadership (MS 312), and Cadet Leaders Course (MS 313).

The MS 411 course transitions the focus of student learning from being trained, mentored and evaluated as an MSL III student, to learning how to train, mentor and evaluate underclass students. MSL IV students will learn the duties and responsibilities of an Army staff officer and apply the Military Decision Making Process (MDMP), the Army Writing Style and the Army’s Training Management and METL Development processes during weekly Training Meetings to plan, execute and assess battalion training events. Students will learn how to safely conduct this training by understanding and employing the Risk Management Process. MSL IV students will learn how to use the Comprehensive Soldier Fitness (CSF) program to reduce and manage stress. Students will learn about the special trust proposed by the US Constitution to Army Officers—a trust about and beyond other professions. They will learn Army Values and Ethics and how to apply them to everyday life as well as in Operating Environments. Students will learn about the officer’s role in the Uniform Code of Military Justice, with Counseling Subordinates, Administrative Discipline and Separations, and methods for Officer Career Management.

**MS 412**  
*Leadership in a Complex World (3 cr. hrs.)*  
*Offered: Franklin and Urbana*  
Prerequisite(s): Adaptive Leadership (MS 411).

MS 412 explores the dynamics of leading soldier’s in full spectrum operations in the Operating Environment (OE). Students examine differences in customs and courtesies, principles of war, and rules of engagement in the face of terrorism. They also explore aspects of interacting with non-government organizations, civilians on the battlefield, and host nation support and counterinsurgency operations. Students will develop and present a battle analysis and participate in a staff ride at a historic military site. The course places significant emphasis on preparing cadets for their first unit of assignment.
MUSIC

MUS 205
Music Appreciation (4 cr. hrs.)
Offered: Urbana
Prerequisite: None.
A survey of the history and development of music in Western civilization. Important composers, forms, and styles will be studied and placed in historical perspective.

MUS 290
Jazz and Popular Music of Today (3 cr. hrs.)
Offered: Urbana
Prerequisite: None.
An examination of musical trends in popular music, including the history of jazz and the subsequent development of rock. Current trends will also be discussed.

MUS 300
Instruction in Piano and/or Instruments (1-2 cr. hrs.)
Offered: Urbana
Prerequisite: None.
Private instruction in piano and/or instruments as arranged with the instructor before or on registration. Half-hour/hour session per week. Repeatable.

MUS 301
Instruction in Voice (1-2 cr. hrs.)
Offered: Urbana
Prerequisite: None.
Private instruction in voice as arranged with the instructor before or on registration. Half-hour/hour session per week. Repeatable.

MUS 302
University Singers (1 cr. hrs.)
Offered: Urbana
Prerequisite: None.
The choir performs a formal concert each term as well as singing at various functions (including Baccalaureate and Commencement) on and off campus. Music chosen from historical periods as well as contemporary and popular music is studied. Repeatable.

NURSING

NURS 310
Transition to Professional Nursing (4 cr. hrs.)
Offered: Franklin
Co-requisite: Basic Learning Strategies (PF 121) or Learning Strategies (PF 321).
This course is designed to facilitate transition into the study of professional nursing. The course introduces the scope and theoretical foundations of the nursing profession, with emphasis on the societal mandate for nursing, legal parameters of practice, critical thinking and communication.

NURS 325
Health Assessment & Promotion (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): Transition to Professional Nursing (NURS 310) and admission to the BSN Program.
This course is designed to broaden and enhance the professional nurse's knowledge and skills in health promotion and holistic assessment of individuals across the lifespan. Students will explore concepts of assessment and health promotion, disease, and injury prevention.
Emphasis is placed on recognizing deviation from normal and assessing physiological, psychosocial, developmental, spiritual, environmental, genetic, and cultural dimensions while completing a comprehensive health assessment.

**NURS 425**  
*Genetics in Nursing & Healthcare (2 cr. hrs.)*  
*Offered: Franklin*

Prerequisite(s): Transition to Professional Nursing (NURS 310) and admission to the BSN Program.

This course explores genetic concepts and principles related to human variation in health and disease. Current evidence on selected disorders including immunity and cancer will be explored with emphasis on clinical application. Political, social, and ethical issues impacted by recent advances such as genetic engineering, gene therapy, reproductive technology and Human Genome Project will be analyzed. This clinical application of moral, ethical, and legal issues will be integrated throughout the course.

**NURS 435**  
*Nursing Research & Evidence Based Practice (4 cr. hrs.)*  
*Offered: Franklin*

Prerequisite(s): Transition to Professional Nursing (NURS 310) and admission to the BSN Program.

This course provides an overview of the research process including methodology, design and interpretation of findings. Students will study basic statistics relevant to interpreting research findings. The integration of current evidence including nursing and healthcare research to guide nursing practice and promote high quality and safe patient care outcomes is emphasized.

**NURS 445**  
*Community Health Nursing (4 cr. hrs.)*  
*Offered: Franklin*

Prerequisite(s): Transition to Professional Nursing (NURS 310).

The focus of this course is the professional nurse’s role in working with aggregates in the community. This course presents the theory, concepts and practice of community health nursing. The components of health promotion and disease prevention at the individual and population level in order to improve the health of individuals, families, groups, communities and populations are emphasized. The health attitudes, beliefs and practices of culturally diverse populations are explored.

**NURS 455**  
*Leadership & Management for Professional Nurses*  
*(4 cr. hrs.)*  
*Offered: Franklin*

Prerequisite(s): Transition to Professional Nursing (NURS 310).

This course focuses on theories and principles of leadership and management in health care environments. Organizational mission, vision, and strategic planning quality improvement, patient safety, motivation and change theory as applied to health care systems are explored. Effective communication with health care professionals, individuals and groups to promote high quality and safe patient care is emphasized.

**NURS 498**  
*Nursing Capstone (4 cr. hrs.)*  
*Offered: Franklin*

Prerequisite(s): Completion of all required General Education, Major Area, and Elective Courses.

This culminating course is designed to provide the baccalaureate nursing student with an opportunity to demonstrate synthesis of knowledge and skills acquired throughout the RN-BSN program. Students will integrate theories and concepts from arts, humanities, science, and professional nursing to develop a capstone project.

**NURS 612**  
*Role of Master’s Prepared Nurse (3 cr. hrs.)*  
*Offered: Franklin*

Prerequisite(s): Admission to MSN program

This course assesses the various roles of the master’s prepared nurse. The influence of the health care delivery systems, health care policy, diversity, ethics, quality, safety, theory, evidence based practice, and information systems on the role of the master’s prepared nurse will be explored.

**NURS 613**  
*Role of Advanced Practice Nurse (3 cr. hrs.)*  
*Offered: Franklin*

Prerequisite(s): Admission to MSN program

This course is designed to introduce the experienced clinician to advanced health assessment techniques and diagnostic reasoning. The content of this course focuses on advanced clinical history taking, and physical and psychosocial assessment of individuals/families across the lifespan. Differentiation of normal variations and pathophysiologic changes are emphasized integrating advanced clinical reasoning while transitioning from a previous role and scope to the role and scope of an advanced practice nurse in primary care. There is also
emphasis on regulatory bodies with regard to licensure and credentialing requirements, nursing history of the nurse practitioner role in the United States, key concepts in role development and transition from novice to expert practitioner as well as health policy and delivery of care.

**NURS 644**  
*Advanced Pathophysiology (3 cr. hrs.)*  
*Offered: Franklin*  
Prerequisite(s): NURS 612 or NURS 613  
This course provides an in-depth study of the physiological changes and responses to altered health states and their impact on the functional status of patients. Students will focus on the essential knowledge of human health and disease across the lifespan. Pathophysiological theories and evidence-based research serve as a basis for applying content to population groups.

**NURS 646**  
*Advanced Physical Assessment (3 cr. hrs.)*  
*Offered: Franklin*  
Prerequisite(s): NURS 612 or NURS 613  
This course builds upon the student’s previous health assessment knowledge offering more advanced health assessment content to provide the foundation for advanced professional nursing roles. This course emphasizes knowledge of health assessment, including physical, psychosocial, spiritual health assessment, risk assessment, and functional assessment in diverse populations in the promotion of health and prevention of disease. To maintain a nursing focus on patient responses to health, illness, or the threat of illness, the nurse must exhibit effective communication and client teaching, which is incorporated throughout the course. The importance of effective documentation and health record keeping is included.

**NURS 648**  
*Advanced Pharmacology (3 cr. hrs.)*  
*Offered: Franklin*  
Prerequisite(s): NURS 612 or NURS 613  
This course focuses on the concepts, principles, and application of pharmacotherapeutics used in the management of health problems encountered in primary care. Emphasis is placed on theories and principles of pharmacokinetcs, pharmacodynamics, and pharmacogenetics, which provide a foundation for critical thinking, and the application of research finding. The focus on pharmacology is aimed at the treatment of acute and chronic health problems in populations over the life span.

**Population Focused Care (3 cr. hrs.)**  
*Offered: Franklin*  
Prerequisite(s): NURS 612 or NURS 613  
Theories, principles, and strategies of population-based health care are used to design, implement, and evaluate services and plans of care to promote, maintain, and restore health in a defined population. Students focus on population aggregates in structured or unstructured settings across service environments. Strategies to evaluate outcomes and costs are emphasized.

**NURS 693**  
*Evidence Based Practice & Quality Improvement (3 cr. hrs.)*  
*Offered: Franklin*  
Prerequisite(s): NURS 612 or NURS 613  
This course is designed to expand on the nursing research process. Emphasis is placed on critically evaluating nursing research studies, understanding the importance of utilizing research for evidence-based practice, and developing ideas for a research proposal to be used in the workplace. A review of quantitative and qualitative statistics appropriate to a graduate level research proposal is included. Students will be given the opportunity to utilize relevant resources in the process of development of individual proposals for the capstone thesis/project experience. With the assistance of the faculty, students will choose topics, write an outline for a manuscript, and then explore the process for submitting this manuscript to an appropriate professional journal.

**NURS 700**  
*Foundations of Nurse Practitioner Practice (3 cr. hrs.)*  
*Offered: Franklin*  
Prerequisite(s): NURS 644, NURS 646, and NURS 648  
This course introduces the practice of primary health care. Principles of safety, quality, and the art of diagnosis and treatment, population health, cultural competency, oral and written communication, and billing and coding. This course has a required basic office procedure skills and assessment lab of 16 hours.

**NURS 701**  
*Primary Care I (4 cr. hrs.)*  
*Offered: Franklin*  
Prerequisite(s): NURS 700  
This course provides the nurse practitioner student with advanced theoretical knowledge in the principles of health promotion, disease prevention, and management of common acute and chronic health problems across the lifespan. This course has a required clinical experience of 150 hours where the students will complete appropriate
focused and comprehensive subjective and objective assessments; use a differential diagnosis process to make clinical decisions; select appropriate interventions including diagnostic tests, medications, and referrals; and document effectively in patients' health records.

**NURS 702**  
*Primary Care II (4 cr. hrs.)*  
*Offered: Franklin*  
Prerequisite(s): NURS 700

This course provides the nurse practitioner student with advanced theoretical knowledge in the principles of health promotion, disease prevention, and management of common acute and chronic health problems across the lifespan. This course has a required clinical experience of 150 hours where students will complete appropriate focused and comprehensive subjective and objective assessments; use a differential diagnosis process to make clinical decisions; select appropriate interventions including diagnostic tests, medications, and referrals; and document effectively in patients' health records.

**NURS 703**  
*Management of Multidimensional Health (4 cr. hrs.)*  
*Offered: Franklin*  
Prerequisite(s): NURS 701 and NURS 702

This course focuses on the health care concepts specific to the application of assessment and management of physical and mental health with special emphasis on health promotion, disease prevention, risk reduction, disease detection, and gender-related health in diverse populations. This course has a required clinical experience of 150 hours where students will complete appropriate focused and comprehensive subjective and objective assessments; use a differential diagnosis process to make clinical decisions; select appropriate interventions including diagnostic tests, medications, and referrals; and document effectively in patients' health records.

**NURS 772**  
*Curriculum Design, Development, & Evaluation (4 cr. hrs.)*  
*Offered: Franklin*  
Prerequisite(s): NURS 612

This course examines professional standards as a foundation for curriculum design in nursing education in all settings, explores the nature of traditional academic education and nontraditional academic education, as well as continuing nursing education. This course explores the praxis, philosophies, principles, theories, and strategies in planning, development, implementation, and evaluation of curriculum. Students will define, analyze and design a mock curriculum model for an institution or for an organization that requires staff development. The model curriculum will be reviewed and critiqued to provide the student with an opportunity to appreciate curriculum development, evaluation, and revision. Strategies to enhance critical thinking are included. This course also examines program review, course and class objectives, and professional regulatory and accreditation standards as an evaluation framework for curriculum design in nursing education in all settings.

**NURS 777**  
*Strategy & Technology in Nursing Education (4 cr. hrs.)*  
*Offered: Franklin*  
Prerequisite(s): NURS 612

The roles of both the educator and student in designing a learning environment provide the framework for analyzing pedagogical philosophies, theories, ethical/legal issues, trends, technology, and research related to teaching strategies and education. The focus is on best practices and research-based strategies to promote various learning styles and create an active learning environment that increases student retention and learning success for diverse multicultural student populations. Attention is given to the relationship between the setting, methodologies of clinical teaching, and the assessment of competencies. Learning variables, the environmental context, financial/political issues and the influence of those variables on technologies are examined.

**NURS 790**  
*FNP Capstone (4 cr. hrs.)*  
*Offered: Franklin*  
Prerequisite(s): NURS 701, NURS 702, and NURS 703

This course focuses on transitioning from the family nurse practitioner student role to the nursing leadership role of the family nurse practitioner working in a variety of primary care settings. This course has a clinical practicum of 150 hours.

**NURS 795**  
*Practicum (4 cr. hrs.)*  
*Offered: Franklin*  
Prerequisite(s): Completion of the MSN Core Curriculum

The purpose of this capstone course is to provide the student with the opportunity to examine the role of the master's prepared nurse in a health care or education setting. Using a combination approach of seminar and precepted clinical experience, the student focuses on the integration and application of major concepts covered
throughout the graduate nursing program and assists in preparation for comprehensive evaluation. The student is assigned to a health care or educational setting under the direction of an experienced master’s prepared nurse executive/educator/practitioner for the practicum portion of the course. 105 precepted clinical hours are required. In addition, students are expected to complete and reflect on the total program requirement of 20 hours of service learning experience.

**OPERATIONS & SUPPLY CHAIN MANAGEMENT**

**OSCM 378**  
*Business Modeling (4 cr. hrs.)*  
*Offered: Franklin*  
Prerequisite(s): Introduction to Spreadsheets (PF 106), Introduction to Databases (PF 108) or Database Management Systems (COMP 281), and Statistical Concepts (MATH 215) or Probability & Statistics (MATH 380).

This course provides the foundations of quantitative analysis methods used in business and operations management problems. Students will be able to develop analytical skills in modeling and analysis of problems faced by business and operations managers. Some of the topics covered are: linear programming, network and transportation analysis, queuing models and simulation.

**OSCM 390**  
*Operations Management (4 cr. hrs.)*  
*Offered: Franklin*  
Prerequisite(s): None.

This course instructs students on how manufacturing and service operations contribute to organizational strategy. Concepts such as productivity, economies of scale, vertical and horizontal integration, and push vs. pull will be explained. Implications of applying “Green” policies to materials and processes will be explained.

**OSCM 440**  
*Quality Management (4 cr. hrs.)*  
*Offered: Franklin*  
Prerequisite(s): Quantitative & Qualitative Methods for Decision-Making (BSAD 320).

This course provides students with understanding and knowledge of the philosophies and methods used to improve effectiveness and efficiency of organizational processes. Quality concepts from Juran and Deming will be discussed along with more current quality concepts such as six-sigma, black-belt quality associates, and total quality management (TQM). In addition, issues applying quality concepts to global companies will be explained.

**OSCM 450**  
*Supply Chain Management (4 cr. hrs.)*  
*Offered: Franklin*  
Prerequisite(s): Quantitative Methods & Analysis (MIS 478) or Business Modeling (OSCM 378).

This course will expose students to topics related to design and management of supply chains, from incoming raw materials to final product delivery. Course topics will include supply chain network design, facility planning, capacity planning, globalization and outsourcing, information technology, and global issues in supply chain management.

**OSCM 455**  
*Transportation & Logistics Management (4 cr. hrs.)*  
*Offered: Franklin*  
Prerequisite(s): Quantitative Methods & Analysis (MIS 478) or Business Modeling (OSCM 378) and Supply Chain Management (OSCM 450).

This course explores the transportation and logistics concepts within supply chains. Topics covered will include tools and techniques used in the design and operation of transportation and logistics systems and global issues in transportation and logistics management. In addition, “Quick Response” scenarios used to handle transportation and logistics issues, in the event of natural and non-natural disasters, will be explained.

**OSCM 458**  
*Purchasing & Inventory Management (4 cr. hrs.)*  
*Offered: Franklin*  
Prerequisite(s): Quantitative Methods & Analysis (MIS 478) or Business Modeling (OSCM 378) and Supply Chain Management (OSCM 450).

This course will provide students with the concepts of purchasing and inventory management. Topics covered are purchasing and inventory planning processes, supplier selection, contract negotiations, “Green” policies, and procurement.

**OSCM 491**  
*Integrated Project Management (4 cr. hrs.)*  
*Offered: Franklin*  
Prerequisite(s): Operations Management (OSCM 390) or Project Management (AMGT 390).

This course will instruct the student to manage multiple organizations and projects. Concepts on how to deal with
organizational obstacles, risk, and project development will be covered.

**OSCM 495**

**Operations & Supply Chain Management Capstone (4 cr. hrs.)**

**Offered: Franklin**

Prerequisite(s): Introduction to Ethical Analysis & Reasoning (HUMN 211) and completion of all other Major Area courses.

This course will provide the student with a cumulative experience for the Operations and Supply Chain Management major. The student will use all the knowledge gained in the previous classes on operations management, supply chain management, quality, transportation, and purchasing in developing operational strategies for real-life applications.

**OSCM 499**

**Independent Studies in Operations & Supply Chain Management (1-4 cr. hrs.)**

**Offered: Franklin**

Prerequisite(s): Minimum 2.00 cumulative GPA, at least 16 credit hours completed at Franklin, related coursework completed with a minimum grade of “B” and permission of the Program Chair.

Independent studies courses allow students in good academic standing to pursue learning in areas not covered by the regular curriculum or to extend study in areas presently taught. Study is under faculty supervision and graded on either a Pass/No Credit or a letter grade basis. (See “Independent Studies” for more details.)

**PHILOSOPHY**

**PHI 101**

**Introduction to Philosophy (3 cr. hrs.)**

**Offered: Urbana**

Prerequisite(s): None.

A course designed to raise questions for students concerning knowledge, reality, and values. Various ways of philosophically examining meanings in experience will be explored. This course is meant to aid students in developing their own personal philosophies.

**PHI 208**

**Ethics (3 cr. hrs.)**

**Offered: Urbana**

Prerequisite(s): None.

An introductory course in philosophy, with special emphasis on the classical alternative views of ethics and on their application to issues faced in everyday life. Some of these issues are the morality of war, euthanasia, behavior control, sexual morality and morality in the business world.

**PHI 300**

**Logic and Rhetoric (3 cr. hrs.)**

**Offered: Urbana**

Prerequisite(s): None.

An introduction to logic, designed to aid students in developing ways to distinguish correct from incorrect reasoning. Methods of critically evaluating arguments are considered. The course provides a methodological foundation for further study in philosophy, communications, the natural sciences, and the social sciences.

**PHI 350**

**Aesthetics (3 cr. hrs.)**

**Offered: Urbana**

Prerequisite(s): None.

The first part of the course presents a historical survey of major theories of art and beauty using examples of painting, poetry and music. The second part is devoted to the modern scene. We will look at the chosen examples of major artists and poets of the 20th century, and relate them to the most significant aesthetic theories of the period. The running assumption of the course is that art, poetry, and philosophy are the historically manifested expressions of humanity through which we gain an understanding of our times and ourselves.

**PHI/NUR 460**

**Ethics in Healthcare Management (3 cr. hrs.)**

**Offered: Urbana**

Prerequisite(s): None.

This course explores the subject of Health Care Ethics and its application to the health services field. It concentrates on the types of moral problems health care professionals encounter in both clinical practice and medical administration. The course addresses ethical issues in managing health care delivery; understanding of central concepts and values in medical ethics in order to provide a foundation for sound ethical decision-making; and the roles and interests of various groups (ethics committees, peer review boards) and individuals (physicians, patients, family members) in formulating and implementing institutional
ethics policy.

**PHYSICAL EDUCATION**

**PED 101**  
**Raquetball (1 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): None.  
Instruction and practice in lifetime recreation, health, and safety activities. Not repeatable.

**PED 102**  
**Swimming and Water Fitness (1 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): None.  
Instruction and practice in lifetime recreation, health, and safety activities. Not repeatable.

**PED 103**  
**Tennis (1 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): None.  
Instruction and practice in lifetime recreation, health, and safety activities. Not repeatable.

**PED 104**  
**Badminton (1 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): None.  
Instruction and practice in lifetime recreation, health, and safety activities. Not repeatable.

**PED 106**  
**Archery (1 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): None.  
Instruction and practice in lifetime recreation, health, and safety activities. Not repeatable.

**PED 107**  
**Volleyball (1 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): None.  
Instruction and practice in lifetime recreation, health, and safety activities. Not repeatable.

**PED 109**  
**Physical Conditioning (1 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): None.  
Instruction and practice in lifetime recreation, health, and safety activities. Not repeatable.

**PED 113**  
**Golf (1 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): None.  
Instruction and practice in lifetime recreation, health, and safety activities. Not repeatable.

**PED 120**  
**Club Sports (1 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): None.  
Participants in club sports will be granted one credit hour for each semester in which they successfully complete; maximum of one credit per sport per year; however, no more than eight hours will be credited toward graduation. Prerequisite: Student must place course on registration form in order to receive credit.

**PED 205**  
**Intercollegiate Athletics (1 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): None.  
Participants in intercollegiate sports will be granted one credit hour for each semester in which they successfully compete; maximum of one credit per sport per year; however, no more than eight credit hours will be credited toward graduation. Credits may not be awarded retroactively for participation. Prerequisite: Student must place course on registration form in order to receive credit.

**PED 334**  
**Coaching of Baseball (2 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): None.  
Classroom and laboratory studies of the theory, strategy, and mechanics of coaching intercollegiate and interscholastic sports. The history, philosophy, strategy, program set up, and basic skills and drills of the sport are covered.

**PED 335**  
**Coaching of Basketball (2 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): None.
Classroom and laboratory studies of the theory, strategy, and mechanics of coaching intercollegiate and interscholastic sports. The history, philosophy, strategy, program set up, and basic skills and drills of the sport are covered.

PED 336  
Coaching of Football (2 cr. hrs.)  
Offered: Urbana  
Prerequisite(s): None.

PED 337  
Coaching of Wrestling/Soccer (2 cr. hrs.)  
Offered: Urbana  
Prerequisite(s): None.

PED 338  
Coaching of Track and Field/Golf (2 cr. hrs.)  
Offered: Urbana  
Prerequisite(s): None.

PED 339  
Coaching of Volleyball/Softball (2 cr. hrs.)  
Offered: Urbana  
Prerequisite(s): None.

PED 340  
Coaching of Swimming and Pool Management (2 cr. hrs.)  
Offered: Urbana  
Prerequisite(s): None.

Classroom and laboratory studies of the theory, strategy, and mechanics of coaching intercollegiate and interscholastic sports. The history, philosophy, strategy, program set up, and basic skills and drills of the sport are covered.

PHYSICS

PHY 201  
General Physics I (4 cr. hrs.)  
Offered: Urbana  
Prerequisite(s): MAT 241.

Introduction of the fundamental principles of classical mechanics. Concepts of calculus are introduced for use in interpreting physical phenomena. Topics include units of measure, vectors and scalars, kinematics, Newtonian mechanics, work, energy, torque, impulse and momentum, gravitation, statics and dynamics, equilibrium, and fluids. The laboratory is designed to parallel the lecture coverage. Fee applies.

PHY 202  
General Physics II (4 cr. hrs.)  
Offered: Urbana  
Prerequisite(s): PHY 201.

A continuation of PHY 201. Introduction to thermodynamics, oscillatory and wave motion, sound, light, interference and diffraction, and optics. Concepts of calculus are introduced for use in interpreting physical phenomena. The laboratory is designed to parallel lecture coverage. Fee applies.

PHY 301  
General Physics III (4 cr. hrs.)  
Offered: Urbana  
Prerequisite(s): MAT 242.

Introduction to electricity and magnetism with application to electronics, instrumentation and computer interfacing. Topics covered include: electric charge and electric field, electrical components, electric potential energy, electric circuits and components, magnetism, time dependent circuits and components, integrated circuits, computer interfacing, and electromagnetic waves. Fee applies.

PHY 302  
Modern Physics (4 cr. hrs.)  
Offered: Urbana  
Prerequisite(s): PHY 301.
Topics covered include the following: relativity, space-time, light and atoms, atomic nuclei, radiation and particle physics.

**POLITICAL SCIENCE**

**POSC 200**  
*Principles of Political Science (3 cr. hrs.)*  
Offered: Urbana  
Prerequisite(s): None.

An introduction to political theory, the basic concepts and terminology of the discipline with an analysis of power, conflict and its resolution, political institutions, and the decision-making process.

**POSC 204**  
*American Government (3 cr. hrs.)*  
Offered: Urbana  
Prerequisite(s): None.

An overview of the structure and function of the American governmental system, including the roles of the President, Congress, the Supreme Court, the news media, public opinion, and public interest groups in the political system.

**POSC 206**  
*State and Local Government (3 cr. hrs.)*  
Offered: Urbana  
Prerequisite(s): None.

An introductory course concerning the structure and function of state and local government in the United States. Special attention is focused on the relation between governmental structure, citizen access to government, political resources, and political outcomes.

**POSC 300**  
*International Relations Theory (3 cr. hrs.)*  
Offered: Urbana  
Prerequisite(s): POS 200.

An in-depth analysis and evaluation of the primary and secondary theoretical perspectives within the sub-field of International Relations. Schools of thought examined include: Realism, Neo-realism, Liberalism/Pluralism, Neo-liberalism, Globalism, the Grotian, Gramscian, Marxist, Feminist, and Post-Modern perspectives. A particular emphasis is placed upon Nationalism and the use of force between great powers and regimes past and present. This includes the role of military power and arms control in an era of asymmetrical actors on the international stage.

**POSC 302**  
*American Foreign Policy (3 cr. hrs.)*  
Offered: Urbana  
Prerequisite(s): POS 200.

An advanced course that examines how foreign policy is produced by reviewing theories of the constantly evolving role of the US within the international system, international economic institutions, the organizational structure of the U.S. foreign policy apparatus, decision theory, political psychology, and the role of public opinion.

**POSC 305**  
*Western Political Thought (3 cr. hrs.)*  
Offered: Urbana  
Prerequisite(s): POS 200.

This course is a survey of political thought in the Western tradition from the ancient Greeks to the postmodern writings of Foucault. Questions to be dealt with include the nature of power, the proper ends of the use of power, the relation of the individual to the community, and the nature of freedom and social justice.

**POSC 307**  
*Comparative Politics: Regional Focus (3 cr. hrs.)*  
Offered: Urbana  
Prerequisite(s): POS 200.

The government and politics of areas outside the United States will be examined focusing on a revolving sequence of geographic regions: Eastern and Western Europe (including the former Soviet Union), Southwest Asia and Africa, East Asia, Southeast Asia, Oceania and Latin America. Utilizing case studies concerning governmental structure, the course will focus on comparative solutions to universal political problems.

**POSC 323**  
*Third World Politics (3 cr. hrs.)*  
Offered: Urbana  
Prerequisite(s): POS 200.

A review of politics in the Third World including the theoretical perspectives on colonial rule and its legacy, Third World societies and economics, authoritarian and democratic statecraft, the military and politics, culture and politics, great powers and the Third World, and protest and
revolution.

**POSC 405**
*Constitutional Law (3 cr. hrs.)*
Offered: Urbana  
Prerequisite(s): POS 200, POS 204.
This course focuses on those areas of constitutional interpretation involving civil rights and liberties and the powers of government. Theories of constitutional interpretation will be reviewed in conjunction with pivotal cases defining the nature of citizenship and the exercise of governance.

**POSC 408**
*Global Political Economy (3 cr. hrs.)*
Offered: Urbana  
Prerequisite(s): POS 200.
This course examines the relation of wealth and political power at the global level through a focus on the institutional structure of international trade, finance, and monetary regimes. The establishment, purpose and functioning of the International Monetary Fund, the International Bank for Reconstruction and Development, the World Trade Organization, current international monetary agreements, and private international finance will be reviewed.

**POSC 410**
*Social Identity Seminar (3 cr. hrs.)*
Offered: Urbana  
Prerequisite(s): POS 200.
This course will introduce students to theoretical approaches in the analysis of both the origin and reproduction of group identity (self and others), and the mobilization of identity groups in political conflict. Application of these theories will review political mobilization and conflict in the areas of race, socio-economic class, gender, sexual orientation, nationalism and religion.

**POSC 421**
*Field Experience (1-6 cr. hrs.)*
Offered: Urbana  
Prerequisite(s): Junior or senior standing.
Students will select placement for service in an organization concerned with electoral politics, governance, or political issues. Selection of the organization is subject to approval of the instructor. A final paper unifying theoretical concepts with actual organizational practice is required.

**PROFESSIONAL FOUNDATIONS**

**PF 106**
*Introduction to Spreadsheets (1 cr. hr.)*
Offered: Franklin  
Prerequisite(s): None. Not open to students with credit for Computer Concepts (COMP 105).
This course focuses on using spreadsheets to solve business applications. (Please note: Microsoft Excel 2013 is required to successfully complete this course.)

**PF 108**
*Introduction to Databases (1 cr. hr.)*
Offered: Franklin  
Prerequisite(s): None. Not open to students with credit for Computer Concepts (COMP 105).
This course focuses on using databases to solve business applications. (Please note: Microsoft Access 2013 is required to successfully complete this course.)

**PF 116**
*Introduction to Computers and Computer System Operation (3 cr. hrs.)*
Offered: Urbana  
Prerequisite(s): None.
A course designed to acquaint students with the computer and its capabilities. Students will learn to use the computer for various applications including a word-processor, a spreadsheet, Internet usage, and presentation software. An introduction to effective usage of personal computer systems, emphasizing user setup and operation of system, utility, and application programs. Covers comparative review of popular operating systems such as MS Windows, Apple MacOS, and Linux.

**PF 121**
*Basic Learning Strategies (2 cr. hrs.)*
Offered: Franklin  
Prerequisite(s): Basic Writing I (ENG 050) or placement into Basic Writing II (ENG 060) or higher.
This course prepares students to be successful lifelong learners both academically and in their chosen careers. Franklin courses require a high level of self-directed learning and focus on the skills required in the workplace and the classroom that are easily transferrable between the two environments. The course includes strategies for advancing communication skills, including the use of electronic tools to participate in virtual environments. The assignments and activities in the course are created to closely simulate
teamwork found in the workplace.

**PF 321**
**Learning Strategies (2 cr. hrs.)**
Offered: Franklin
Prerequisite(s): Basic Writing II (ENG 060), pass placement test, or transfer the equivalent of a College Writing course.
This course prepares students to be successful lifelong learners both academically and in their chosen careers. Franklin courses require a high level of self-directed learning and focus on skills required in the workplace and the classroom that are easily transferable between the two environments. The course includes strategies for advancing communication skills, including the use of electronic tools to participate in virtual environments. The assignments and activities in the course are created to closely simulate teamwork found in the workplace.

**PF 381**
**Professional Career Exploration Strategies (2 cr. hrs.)**
Offered: Franklin and Urbana
Prerequisite(s): Junior standing, College Writing (ENG 120), and Learning Strategies (PF 321).
This course equips students with the knowledge, skills, and abilities required to successfully discern and experience their desired career path upon completion of their Franklin degree program. The workplace of today and tomorrow will require a well-equipped toolkit comprised of both technical skills (those associated with a job) and universally applicable skills required to achieve long-term career success. This course will introduce strategies and techniques deemed essential in identifying a chosen career path and succeeding in it. Students will benefit from the experiences of their faculty, guest speakers, and a formal mentoring relationship. The assignments and activities in the course are designed to prepare the student to successfully navigate the challenges and expectations of the workplace.

**PF 480**
**Special Topics in Professional Foundations (1-4 cr. hrs.)**
Offered: Franklin and Urbana
Prerequisite(s): Determined on a course-by-course basis and published in the trimester Course Schedule.
A variable content course in Professional Foundations in which students pursue topics or subjects of current interest that are not part of the regular curriculum. A specific course description will be published online in the Course Schedule for the trimester the course is offered.

**PF 485**
**Integrative Field Experience (4 cr. hrs.)**
Offered: Franklin and Urbana
Prerequisite(s): None.
This course allows students to synthesize connections between academic learning and experiences in the field by identifying a real-world problem and addressing it during a field experience. This course integrates internships, service learning, civic engagement, and other valid field experiences so that students learn to transfer skills, abilities, theories, and methodologies to their academic discipline. Additionally, students will achieve ethical, social, and intellectual growth through the exploration of complex issues.

**PSYCHOLOGY**

**PSYC 201**
**Biopsychology (3 cr. hrs.)**
Offered: Urbana
Prerequisite(s): PSYC 110.
Biological and physiological processes as related to the discipline of psychology are explored. The dynamic interaction between nature and nurture is emphasized as it informs the understanding of the psychology of mental illness, substance addiction, aggression, anger, aging, and cognition.

**PSYC 202**
**Social Psychology (3 cr. hrs.)**
Offered: Urbana
Prerequisite(s): PSYC 110.
This course explores the influences of other people, groups, and situations on the individual. The concepts of social psychology are examined from a variety of theoretical perspectives utilizing contemporary societal problems. The scientific method is applied in the discovery of individual functioning in the social world.

**PSYC 203**
**Child Development (3 cr. hrs.)**
Offered: Urbana
Prerequisite(s): PSYC 110.
This course will apply the scientific method to study physical/neurological, socio-emotional, and cognitive development in childhood (i.e., from conception to early adolescence). A developmental psychology perspective will be utilized in the examination of the multiple influences on growth and change during childhood. Relevant theories, research methodologies, and findings will be explored.
PSYC 205  
Adolescent Development (3 cr. hrs.)  
Offered: Urbana  
Prerequisite(s): PSYC 110.  
The course applies the scientific method to study physical/neurological, socio/emotional, and cognitive development in adolescence. A developmental psychology perspective will be emphasized in the examination of the multiple influences on growth and change from adolescence to early adulthood.

PSYC 207  
Lifespan Development (3 cr. hrs.)  
Offered: Urbana  
Prerequisite(s): Open only to students in the Community Hospital School of Nursing.  
A survey of human development across the lifespan examining the biological, psychological, and social influences on development. Prominent theoretical perspectives associated with development in childhood, adolescence, early adulthood, midlife, and late life will be included.

PSYC 209  
Adult Development and Aging (3 cr. hrs.)  
Offered: Urbana  
Prerequisite(s): PSYC 110.  
This course investigates development throughout young, middle, and late adulthood. The scientific method is applied to study physical/neurological, socio/emotional, and cognitive development in adulthood.

PSYC 216  
Psychology of Aging (3 cr. hrs.)  
Offered: Urbana  
Prerequisite(s): None.  
An examination of the psychological processes of older adults including intelligence, perception, memory and cognition, and personality. Theoretical perspectives and research methodologies will be reviewed and the contextual influences on late life development will also be presented.

PSYC 303  
Industrial/Organizational Psychology (3 cr. hrs.)  
Offered: Urbana  
Prerequisite(s): PSYC 110 or junior or senior status/instructor permission.  
Introduces basic principles associated with physical, social, moral and cognitive development and implications for educators. Focuses on theories, principles and processes that affect motivation, teaching and learning. Special attention will be given to the works of Piaget, Kohlberg, Bruner and Skinner.
This course will survey major perspectives of personality. Concepts and research derived from influential theorists such as Freud, Jung, Adler, Maslow, Rogers, Skinner, and Bandura will be investigated and critiqued. The scientific method will be utilized as a tool in the discovery of personality description, development, and assessment. Additionally, discussion of adaptive/healthy personality characteristics will occur throughout the course.

**PSYC 390**  
**Cognition (3 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): PSYC 110 or junior or senior status/instructor permission.

Theories of learning and cognition from early classical conditioning through contemporary views are presented. The relationship between these processes and behavior in both humans and animals are explored.

**PSYC 395**  
**Community Psychology (3 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): PSYC 110.

Explores the application of psychological theory and principles within social services and human services agencies. Organizations and programs are reviewed. Theory and principles applied to both macro-practice perspectives as well as micro-practice issues are included.

**PSYC 403**  
**Theories of Counseling (3 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): PSYC 110.

Introduces students to counseling psychology. Various theoretical perspectives of counseling are explored. Synthesizes counseling theory, research, and practice directed toward achieving a successful therapeutic outcome for the client.

**PSYC 407**  
**Abnormal Psychology (3 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): PSYC 110.

This course introduces students to clinical psychology through the exploration of the major categories of psychological disturbance, using the current DSM as a basis. Empirical examination of etiology, prognosis, and treatment modalities is covered. Ethical concerns and social/cultural perspectives regarding mental health issues are also discussed. Knowledge of basic biological processes is recommended.

**PSYC 410**  
**Group Dynamics (3 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): PSYC 110 or junior/senior standing/instructor permission.

The psychology of group processes and group dynamics is investigated. Aspects of leadership, empathy, feedback, confrontation and conflict resolution are explored. Individual growth derived from group experience is also considered.

**PSYC 415**  
**Dynamics of Substance Abuse (3 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): PSYC 110.

The psychology of substance abuse is explored. Addiction, dependence, and prevention are investigated from psychosocial, biological, and cultural viewpoints. Various classes of substances are considered and treatment approaches used to remedy substance abuse and addiction are included.

**PSYC 421**  
**Field Experience (3-6 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): PSYC 110, junior/senior status majors.

With the assistance of the supervising faculty member, the student will intern at a community agency that provides psychological services. Consideration is given to matching the student’s career goals with his/her placement at an agency. A final paper unifying psychological theory and concepts with actual agency practice is required.

**PSYC 422**  
**Research Experience (3-6 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): PSYC 110, junior/senior status majors.

With the supervising faculty member, the student will design and conduct a study relevant to the psychology discipline. The student will provide a rationale for conducting the study with reference to its importance to psychology. The student may engage in data collection, statistical analysis, and an interpretation of findings. The student will submit a formal report of the research process and conclusions. The report will be written in APA style. Knowledge of statistics and research methods is recommended.

**PSY 4XX**  
**Positive Psychology (3 cr. hrs.)**  
Offered: Urbana  
Prerequisite(s): PSYC 110, junior/senior standing/instructor permission.
Positive Psychology investigates strengths that enable individuals to lead meaningful and fulfilling lives. Emphasis will be given to exploring the theories, approaches, and concepts of positive psychology along with the study of its history, findings, and research. Opportunity to apply the science of positive psychology to enhance one’s sense of well-being and happiness will be provided.

**PSYC 110**
*General Psychology (4 cr. hrs.)*
Offered: Franklin and Urbana
Prerequisite(s): Learning Strategies (PF 321).

A survey of the various fields of study comprising modern scientific psychology. The course examines the theories, research findings, and applications in each of the major areas of psychology, with the goal of providing students with practice information they can apply to their personal and professional lives. The topic areas covered in the course include learning and memory, motivation and emotion, human development, theories of personality, psychopathology, and social behavior.

**PSYC 204**
*Principles of Motivation (4 cr. hrs.)*
Offered: Franklin
Prerequisite(s): College Writing (ENG 120) and Learning Strategies (PF 321). Not open to students with credit for PF 304.

This course is a systematic study of various theories and approaches to work motivation, with assessments of the research and practice evidence supporting their scientific validity and applicability to the work environment. Students will explore factors that contribute to motivation and strategies that today’s manager can use to become a successful motivator.

**PSYC 310**
*The Psychology of Personal Development (4 cr. hrs.)*
Offered: Franklin
Prerequisite(s): College Writing (ENG 120) and Learning Strategies (PF 321).

This psychology based course provides evidenced-based information and application strategies for improving personal and professional adjustment and effectiveness. The purpose of this course is to enable students to address and utilize more of their inherent potential. Students will use a self-coaching model to apply principles and methods taken from a variety of current sources, i.e. emotional and social intelligence, multiple intelligences, and positive psychology and executive coaching. The primary course outcome will be a plan for effecting improved adjustment and performance in students’ personal and professional lives.

**PSYC 315**
*Applied Psychology: Theory to Practice (4 cr. hrs.)*
Offered: Franklin
Prerequisite(s): General Psychology (PSYC 110), College Writing (ENG 120), and Learning Strategies (PF 321).

This course is an exploration of the expanding field of Applied Psychology. The framework of inquiry incorporates an interdisciplinary approach to understanding the current state of the field and its career possibilities. The principal focus is on applying scientific and humanistic perspectives derived from psychology to individual, social, and institutional opportunities.

**PSYC 325**
*Coaching in Organizations (4 cr. hrs.)*
Offered: Franklin
Prerequisite(s): College Writing (ENG 120), Learning Strategies (PF 321), and General Psychology (PSYC 110) OR Psychology of Personal Development (PSYC 310). Principles of Motivation (PSYC 204) recommended.

This course is designed to introduce students to the use of coaching skills for improving the adjustment and performance of individuals in an organizational setting. Topics to be covered include: the scope of coaching practice, optimal practitioner characteristics, benefits for coaches, related organizational dynamics, and coaching interventions and resources. This course also includes an emphasis on experimental learning through coaching practice activities.

**PSYC 420**
*Assessment & Intervention in Organizations (4 cr. hrs.)*
Offered: Franklin
Prerequisite(s): The Psychology of Personal Development (PSYC 310), and either Applied Psychology: Theory to Practice (PSYC 315) or Coaching in Organizations (PSYC 325).

This course explores the use of psychological instrumentation as a means for improving individual and organizational performance. The emphasis is on the assessment of strengths and positive psychological functioning. Students will become acquainted with various psychological instruments including their selection, construction, and administration. Additionally, students will gain experience with the interpretation and delivery of instrument results and their translation into individual and
organizational improvement interventions.

**PSYC 480**  
*Special Topics in Psychology (1-4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Determined on a course-by-course basis and published in the trimester Course Schedule.

A variable content classroom course in Psychology in which students pursue topics or subjects of current interest that are not part of the regular curriculum. A specific course description will be published online in the Course Schedule for the trimester the course is offered.

**PSYC 495**  
*Applied Psychology Capstone (4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Completion of all Professional Core and Major Area courses.

This course provides a culminating, integrative experience for all Applied Psychology majors. The purpose is to provide an opportunity for students to demonstrate their mastery of the learning outcomes associated with the major. Students will self-select a capstone project that can be completed within the duration of the course that will provide evidence of their subject matter learning as well as provide a benefit to themselves and a participating organization.

**PSYC 499**  
*Independent Studies in Psychology (1-4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Minimum 2.00 cumulative GPA, at least 16 credit hours completed at Franklin, related coursework completed with minimum grade of “B” and permission of Program Chair.

Independent studies courses allow students in good academic standing to pursue learning in areas not covered by the regular curriculum or to extend study in areas presently taught. Study is under faculty supervision and graded on either a Pass/No Credit or a letter grade basis. (See “Independent Studies” for details.)

**PSYC 601**  
*Introduction to Business Psychology (4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Admission into the Business Psychology program; or Methodological Reasoning & Quantitative Analysis (PUAD 715).

A brief history and overview of the fields of business and psychology as well as a discussion of the issues and opportunities related to their integration. Topics include brain organization and dominance, neuroethics, neurolinguistic programming, multiminds, mindmapping and the application of positive psychology to work settings. Includes the application of recent discoveries in cognitive psychology and neuroscience to resolve contemporary issues in the workplace.

**PSYC 602**  
*Individual & Organizational Intelligence (4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Introduction to Business Psychology (PSYC 601) or Methodological Reasoning & Quantitative Analysis (PUAD 715).

This course focuses on the application of systems theory, social psychology concepts, organizational lifecycles, and biological principles to the understanding of business operations. Includes a review of basic business principles, multiple intelligences, organizational intelligence, organizational culture, emotional intelligence, biomimicry and organizational DNA.

**PSYC 603**  
*Managerial Psychology (4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Individual & Organizational Intelligence (PSYC 602); or admission into the Master of Healthcare Administration program; or Methodological Reasoning & Quantitative Analysis (PUAD 715).

This course will explore the psychological influences on the development and behavior of managers and organizational leaders. Topics include: follower influences, nature vs. nurture in the development of leaders, relationship of personality to leadership style, behavioral decision-making biases, tactical, operational, and strategic decision-making, group think, and scenario planning.

**PSYC 604**  
*Behavioral Economics & Neurofinance (4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Managerial Psychology (PSYC 603) and a basic statistics course; or Methodological Reasoning & Quantitative Analysis (PUAD 715).

This course is an inquiry into how brain structures limit or reinforce economic and financial decision making. Topics include: basic principles of behavioral economics, measures of economic and financial performance, logical and non-
linear decision-making, human factors in finance, and essential financial analysis.

**PSYC 605**  
*Psychology of Marketing (4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Behavioral Economics & Neurofinance (PSYC 604) or Methodological Reasoning & Quantitative Analysis (PUAD 715).

This course provides an exploration of the use of behavioral science techniques to influence product and service creation, pricing, promotion and distribution channels. Includes a discussion on the use of functional magnetic resonance studies, psychological persuasion, subliminal cues, lie detection, and consumer color choice.

**PSYC 606**  
*Psychology of Human Resources (4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Psychology of Marketing (PSYC 605) or Methodological Reasoning & Quantitative Analysis (PUAD 715).

This course provides an investigation into the use of psychology in the acquisition of organizational talent, the retention and development of individual talent, and the selective departure of talent. Areas of interest include: applicant testing, the organizational impact of generational differences, individual and group motivation, coping with organizational stressors, the psychology of individual and group performance, and succession planning.

**PSYC 607**  
*Psychology of Creativity, Innovation & Change (4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Psychology of Human Resources (PSYC 606) or Methodological Reasoning & Quantitative Analysis (PUAD 715).

This course provides a study of the relationship between creativity, innovation and change from a psychological perspective. Areas of interest include: social-technical change waves, change facilitation, unintended consequences, Appreciative Inquiry, creativity enhancement, and diffusion of innovation.

**PSYC 608**  
*Psychology of Organizational Coaching (4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Psychology of Creativity, Innovation & Change (PSYC 607) or Methodological Reasoning & Quantitative Analysis (PUAD 715).

This course is designed to acquaint the student with the discipline of executive and organizational coaching from a psychological viewpoint. The focus will be on the practical use of the principles of psychology over the lifecycle of a typical coaching assignment. Topics to be covered include: optimal practitioner characteristics, coach selection, psychology-based approaches to coaching, coaching tools, coaching interventions and resources. Additional emphasis will be placed on techniques for dealing with organizationally dysfunctional individuals.

**PSYC 609**  
*Business Psychology Mastery Demonstration (4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Psychology of Organizational Coaching (PSYC 608).

The intent of this course is to integrate course learning into a personal and organizationally useful synthesis. It is designed to provide an opportunity for students to demonstrate mastery of the Business Psychology program's overall learning outcomes. Working with an assigned instructor, students will self-select a major project or a masters’ thesis that can be completed during the duration of the course.

**PUBLIC ADMINISTRATION**

**POSC 204**  
*American Government in Action (4 cr. hrs.)*  
Offered: Franklin and Urbana  
Prerequisite(s): None.

The course examines the American system of government and how government affects and interacts with individuals and organizations in society. Students learn how politics, law, and the structure and principles of American government impact citizens, public policy, and the administration of public and private organizations. Students apply fundamental political theories and administration law principles in personal and professional contexts.

**PUAD 305**  
*Introduction to Public Administration (4 cr. hrs.)*  
Offered: Franklin and Urbana
Prerequisite(s): None.

Students are introduced to the field and profession of public administration. Students learn to think and act as ethical public administration professionals by developing a broad understanding of the political and organizational environment in which public administrators work and by applying fundamental analytical, decision-making, and communication skills. The professional knowledge and skills explored in the course provide a foundation for subsequent public administration courses.

PUAD 350
Analysis for Performance Improvement (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): American Government (POSC 204), Introduction to Public Administration (PUAD 305), and Introduction to Spreadsheets (PF 106).

Students learn core concepts and techniques for analyzing and improving the programs, operations, and performance of government and nonprofit organizations. Students also examine the risks and benefits of undertaking performance improvement efforts within mission-driven organizations operating in political environments.

PUAD 410
Public Administration Internship (1-4 cr. hrs.)
Offered: Franklin
Prerequisite(s): Approval of the Program Chair.

This course provides qualified students with an opportunity to receive academic credit for supervised professional training and work experience in a public or nonprofit organization or participation in approved professional organizations or associations. The Internship is an ongoing seminar between the student, the faculty member and the Internship supervisor. During the Internship students must meet periodically with the faculty representative, obtain professional experience at a level equivalent to other senior level courses, and submit materials as required in the Internship Application and Learning Agreement. Students seeking to obtain credit for an internship experience must follow the University policies and guidelines for Internships outlined in the Academic Bulletin. Participation cannot be guaranteed for all applicants.

PUAD 420
Government & Nonprofit Budgeting (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): American Government (POSC 204), Introduction to Public Administration (PUAD 305), and Introduction to Spreadsheets (PF 106).

Students learn fundamental budgeting, accounting, and financial management concepts and techniques necessary for planning, analysis, and decision making in government and nonprofit organizations. Students also examine the competing values and politics that underlie and impact the budget process and financial decisions. Finally, students apply skills for effectively communicating financial analysis methods and conclusions with colleagues, elected officials, the media, and the public.

PUAD 495
Public Administration Capstone (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): Completion of all required Major Area and Major Area Elective courses.

The capstone course is a practicum in which students analyze an important administrative problem relevant for a government or nonprofit organization. Students create an administrative action plan for addressing their chosen administrative problem by integrating concepts and skills learned in the public administration program and the student’s specialization area.

PUAD 499
Independent Studies in Public Administration (1-4 cr. hrs.)
Offered: Franklin
Prerequisite(s): Junior standing, completion of major area required courses, and approval of the Program Chair.

Independent studies courses allow students in good academic standing to pursue learning in areas not covered by the regular curriculum or to extend study in areas presently taught. Study takes place under faculty supervision and graded on either a Pass/No Credit or a letter
grade basis. (See “Independent Studies” for more details.)

**PUAD 699**

*Independent Studies in Public Administration*  
(1-4 cr. hrs.)

Offered: Franklin  
Prerequisite(s): Foundations of Government & Non-Profit Administration (PUAD 701), good academic standing and program chair approval.

Students pursue knowledge and skills in areas not covered by the regular curriculum or can extend study in areas addressed in the required MPAD courses. Independent study is supervised by a faculty member and is graded on a letter grade basis. Learning outcomes for the course are established by the supervising faculty member and the student. Students must be in good academic standing and receive approval from the program chair to pursue independent study for up to four credit hours. See the “Independent Studies” section for more details.

**PUAD 701**

*Foundations of Government & Non-Profit Administration* (4 cr. hrs.)

Offered: Franklin  
Prerequisite(s): Admission into the Master of Public Administration program; or Healthcare Delivery Systems (HCM 735).

Students examine fundamental public service values that differentiate the mission and purpose of government and nonprofit organizations from those of private, for-profit, organizations. The course focuses on applying public administration and organizational theories to analyze administrative problems faced by leaders and managers implementing government and nonprofit programs. Students learn to think systematically about selecting alternative options for delivering programs and improving organizational performance. Finally, students develop fundamental information literacy, computing, writing, and presentation skills required for effective academic and professional communication.

**PUAD 710**

*Managing Personnel & Information Systems* (4 cr. hrs.)

Offered: Franklin  
Prerequisite(s): Financial Management & Budgeting (PUAD 740) or Healthcare Delivery Systems (HCM 735.)

Students learn fundamental concepts and tools for managing the two most important organizational resources – people and information. The course emphasizes application of human resources concepts and tools for attracting, retaining, and developing employees and improving organizational performance in government and nonprofit organizations. Information technology concepts and tools for managing government and nonprofit organizations are also examined. Fundamental legal, ethical, and political obligations for managing human resources and information technology are also evaluated.

**PUAD 715**

*Methodological Reasoning & Quantitative Analysis*  
(4 cr. hrs.)

Offered: Franklin  
Prerequisite(s): Foundations of Government & Non-Profit Administration (PUAD 701) or Healthcare Delivery Systems (HCM 735).

Students learn to apply fundamental methodological concepts and analytical tools necessary for contributing to administrative and policy discussions, critically assessing causal claims, and making informed administrative and policy decisions. The goal is to have students become critical consumers of academic research and professional reports and confidently apply statistical concepts and techniques for professional decision-making. Finally, students develop skills for effectively communicating analysis methods and conclusions with colleagues, elected officials, the media, and the public.

**PUAD 725**

*Management Decision Making Methods* (4 cr. hrs.)

Offered: Franklin  
Prerequisite(s): Foundations of Government & Non-Profit Administration (PUAD 701).

Students learn fundamental concepts and tools for systematically analyzing administrative problems and making decisions that improve organizational performance. Specific techniques for analyzing common administrative problems are learned and the relevance of accounting for public values in such analyses is examined. Students also learn to use project management tools for effectively managing administrative projects. Finally, students develop skills for effectively communicating management analysis methods and conclusions with colleagues, elected officials, the media, and the public.

**PUAD 740**

*Financial Management & Budgeting* (4 cr. hrs.)

Offered: Franklin  
Prerequisite(s): Foundations of Government & Non-Profit Administration (PUAD 701).
Students learn to use fundamental budgeting, accounting, and financial management concepts and tools necessary for leading and managing government and nonprofit organizations. Students learn to use analytical techniques for making administrative and policy decisions with significant financial implications. Students also examine the competing values and politics that underlie and impact financial decisions in the government and nonprofit organizations. Finally, students develop skills for effectively communicating financial analysis methods and conclusions with colleagues, elected officials, the media, and the public.

**PUAD 745**
Strategic Collaboration & Communication (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): Foundations of Government & Non-Profit Administration (PUAD 701) or Healthcare Delivery Systems (HCM 735) or Effective Administration of Justice (CJAD 700).

Students learn to think strategically about leading organizations operating in a competitive political environment where collaboration is required to advance the organizational mission. The course focuses on using strategic and network management concepts and tools to improve organizational performance. The importance of strategically managing organizational communication is also examined. Finally, students develop skills for effectively communicating strategic planning methods, approaches, and decisions with colleagues, elected officials, the media, and the public.

**PUAD 750**
Leading Government & Non-Profit Organizations (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): Foundations of Government & Non-Profit Administration (PUAD 701) and Strategy, Collaboration & Communication (PUAD 745).

Students learn to think and act as ethical leaders within a public service context. The course focuses on putting administrative decisions and organizational plans into action. Students learn to use leadership concepts and tools and interpersonal skills for working with individuals and groups to effectively execute administrative plans and make decisions. Students also develop knowledge and skills for communicating and collaborating with internal and external stakeholders; particularly elected officials, the media, interest groups, and the public.

**PUAD 790**
Public Administration Capstone (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): Completion of all required courses.

Students use the public administration concepts and tools learned in prior courses to analyze an important administrative or policy implementation problem and propose a course of action for effectively addressing it. The course emphasizes applying relevant concepts and tools to analyze the problem and then synthesizing the conclusions to create a written analysis and proposal for addressing the problem.

**PUBLIC HEALTH**

**PUBH 201**
Introduction to Public Health (4 cr. hrs.)
Offered: Franklin and Urbana
Prerequisite(s): College Writing (ENG 120).

This course provides a basic introduction to public health concepts and practice by examining the philosophy, purpose, history, organization, functions, tools, activities and results of public health practice at the national, state, and community levels. The course also examines public health occupations and careers. Case studies and a variety of practice-related exercises serve as a basis for learner participation in practical public health problem-solving simulations.

**PUBLIC RELATIONS**

**PBRL 325**
Public Relations (4 cr. hrs.)
Offered: Franklin and Urbana
Prerequisite(s): Marketing (MKTG 300). Not open to students with credit for MKTG 325 or to students with credit for ORGC 325.

A general course in the technique of establishing and maintaining public relations. Activities span a variety of media to influence public opinion and manage an organization's reputation.

**PBRL 350**
Media Research & Writing (4 cr. hrs.)
Offered: Franklin
Prerequisite(s): Public Relations (ORGC/PBRL 325).

This course explores approaches and techniques for
conducting research and writing within key public relations contexts. Students in this course will examine and utilize research techniques and methodologies that are essential for public relations professionals. Components of this course will include: journalistic research, copywriting, research and writing for broadcast, web research, writing for the Web, transforming technical information for general audiences, and media release writing. Additionally, this course will examine the ethics involved in researching and writing for public relations contexts.

**PBRL 410**  
*Public Relations Internship (1-4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Public Relations (ORGC/PBRL 325).  
This course provides qualified students with an opportunity to receive academic credit for supervised professional training and experience in an actual work environment. This Internship is an ongoing seminar between the student, the faculty member and the employment supervisor. It involves an Internship Application and Learning Agreement, periodic meetings with the faculty representative, professional experience at a level equivalent to other senior-level courses and submission of material as established in the Internship Application and Learning Agreement. Participation cannot be guaranteed for all applicants.

**PBRL 425**  
*Media & Crisis Communication (4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Marketing (MKTG 300). Not open to students with credit for MKTG 425 or to students with credit for ORGC 425.  
Today’s public relations professionals have entered a new era where preparedness to respond rapidly to various levels of crisis is essential. Building a positive reputation through the strategic management of communications with internal and external audiences during good times is a necessary foundation for withstanding negative press. Utilizing analysis techniques, public relations tactics, and hands-on projects, students will evaluate crisis situations, create and implement a strategic crisis communication plan, and learn to coach the corporate spokes- person and manage the media, while maintaining the organization's reputation.

**PBRL 445**  
*Public Relations & Promotional Strategy (4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Marketing (MKTG 300) and Business & Professional Writing (ENG 320). Not open to students with credit for MKTG 445 or to students with credit for ORGC 445.  
Students research, develop and implement persuasive and promotional campaign strategies appropriate to corporate, governmental and non-profit organizations. This advanced course is designed for those who desire specialized skills in public relations and promotional communication. Emphasis is placed on various tactics including investor relations and employee communications.

**PBRL 450**  
*Rhetoric & Social Influence (4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Junior standing.  
This course examines how text, images, sound-bites, speeches, and other media operate to influence, define, and change public identity and thought. Students in this course will look at these verbal and non-verbal influences and how they mold and shape public discourse, cultural understanding, and our day-to-day life. Additionally, this course will examine the role of persuasion and attitudinal change in managing conflict and making decisions within various communicative contexts and amongst various publics.

**PBRL 460**  
*Client Engagement (4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): None.  
This course focuses on developing highly valued client engagement and client problem-solving skills. Exercises in the practical application of these skills in today’s various environments will enable students to gain a strong awareness of the ever-changing mixture of the client base and their place as a public relations professional within that mixture. Additionally, this course will examine how public relations professionals can use high-quality client engagement to complement overall market strategies within various industries. Industries that will be examined from a client engagement perspective include: Retail, Product Development and Manufacturing, Health Care, Energy, Environment, Technology, Logistics and Transportation, and Non-Profit Organizations.

**PBRL 480**  
*Special Topics in Public Relations (4 cr. hrs.)*  
Offered: Franklin
Prerequisite(s): Determined on a course-by-course basis and published in the trimester Course Schedule.

A variable content classroom course in Public Relations in which students pursue topics or subjects of current interest that are not part of the regular curriculum. A specific course description will be published online in the Course Schedule for the trimester the course is offered.

**PBRL 495**

*Public Relations Capstone (4 cr. hrs.)*

Offered: Franklin
Prerequisite(s): Completion of all other Major Area and Professional Core courses. Not open to students with credit for COMM 495 or ORGC 495.

This course examines the strategies involved in planning and managing communication in professional contexts and the ways these strategies are informed by the integration of information provided by other key areas. Students examine principles of integrated applied communication, creating written and web-based communication products in class. Working in collaborative teams, students complete a project that demonstrates planning and managing communication for organizational goals. The course includes media production of communications for a client organization.

**PBRL 499**

*Independent Studies in Public Relations (1-4 cr. hrs.)*

Offered: Franklin and Urbana
Prerequisite(s): Minimum 2.00 cumulative GPA, at least 16 credit hours completed at Franklin, related coursework completed with minimum grade of “B,” and permission of Program Chair.

Independent studies courses allow students in good academic standing to pursue learning in areas not covered by the regular curriculum or to extend study in areas presently taught. Study takes place under faculty supervision and graded on either a Pass/No Credit or a letter grade basis. (See “Independent Studies” for more details.)

**RISK MANAGEMENT & INSURANCE**

**RMI 300**

*Principles of Risk Management & Insurance (4 cr. hrs.)*

Offered: Franklin
Prerequisite(s): None.

This course introduces students to the general concepts of risk identification and management, as well as how various products and methods, including insurance, can be used to manage the non-speculative risks of individuals and businesses. Emphasis will be placed on analyzing various types of insurance products, including life, health, property, and liability insurance contracts, and how the insurance industry develops, manages, markets, and underwrites such contracts in a complex economic and regulatory environment.

**RMI 410**

*Risk Management & Insurance Internship (1-4 cr. hrs.)*

Offered: Franklin
Prerequisite(s): Principles of Risk Management & Insurance (RMI 300).

This course provides qualified students with an opportunity to receive academic credit for supervised professional training and experience in an actual work environment. This Internship is an ongoing seminar between the student, the faculty member and the employment supervisor. It involves an Internship Application and Learning Agreement, periodic meetings with the faculty representative, professional experience at a level equivalent to other senior-level courses and submission of material as established in the Internship Application and Learning Agreement. Participation cannot be guaranteed for all applicants.

**RMI 420**

*Property & Casualty Insurance (4 cr. hrs.)*

Offered: Franklin
Prerequisite(s): Principles of Risk Management & Insurance (RMI 300).

This course focuses on the core principles underlying and potential applications for property and casualty insurance as a risk management tool. Emphasis is placed on analyzing various types of property and casualty insurance products, contracts involved in such products, and considerations included are the nature of God, the nature of person, freedom, correspondence, providence, heaven, and hell.

**RELIGION STUDIES**

**REL 210**

*Swedenborg’s Religious Thought (3 cr. hrs.)*

Offered: Urbana
Prerequisite(s): None.

Readings of Swedenborg, illustrating some of the main aspects of his thought as seen in light of religious questions of his time and of current issues. Basic concepts to be
of both the insurer and the insured in identifying suitable property and/or casualty insurance products for mitigating specific identifiable business and personal risks.

RMI 430
**Individual & Group Life & Health Insurance (4 cr. hrs.)**
Offered: Franklin
Prerequisite(s): Principles of Risk Management & Insurance (RMI 300).

This course analyzes the uses of individual and group life and health insurance to manage the financial risks that illness, incapacity, and death pose to individuals and organizations. It includes a review of various health and life insurance products and their utility in addressing specific needs and situations, as well as the underwriting and operational mechanisms that insurers employ in providing such products.

RMI 440
**Employee Benefits & Retirement Planning (4 cr. hrs.)**
Offered: Franklin
Prerequisite(s): Principles of Risk Management & Insurance (RMI 300).

This course surveys the nature and operation of the various types and components of employer-sponsored benefit plans, as well as the public welfare plans meant to provide support and key services to individuals. Emphasis will be placed on plan design, administration, funding, and regulations and the ability to analyze and develop programs that maximize employee and organizational benefit while minimizing cost.

RMI 470
**Insurance Company Operations (4 cr. hrs.)**
Offered: Franklin
Prerequisite(s): Principles of Risk Management & Insurance (RMI 300).

This course analyzes insurer operations and, in particular, the methods and bases for their operational decisions, including pricing, distribution, marketing, underwriting, reinsurance, claims handling, and loss limit or control. Consideration will also be given to the impact of outside influences on insurer operations, including industry regulation and market/economic influences.

RMI 495
**Risk Management & Insurance Capstone (4 cr. hrs.)**
Offered: Franklin
Prerequisite(s): Completion of all other required Major Area courses.

This course will build upon all of the previous material and previous research assignments in the risk management and insurance program to provide a capstone experience for risk management and insurance majors. Students will be challenged to research and analyze the operations and finances of domestic and international corporations, determine their operational and financial risk profile, and create a risk management strategy for managing these risks, all while expanding their knowledge base to include international risk management and insurance product strategies, regulations, and issues. Students will be required to communicate their research and analysis in organized and structured papers and analyses and to present their findings to various audiences.

RMI 499
**Independent Studies in Risk Management & Insurance (1-4 cr. hrs.)**
Offered: Franklin
Prerequisite(s): Principles of Risk Management & Insurance (RMI 300).

Independent studies courses allow students in good academic standing to pursue learning in areas not covered by the regular curriculum or to extend study in areas presently taught. Study is under faculty supervision and graded on either a Pass/No Credit or a letter grade basis. (See "Independent Studies" for more details.)

**SCIENCE**

SCI 101
**Physical Science (3 cr. hrs.)**
Offered: Urbana
Prerequisite(s): None.

An elementary course which traces the development of scientific principles in the areas of astronomy, chemistry, geology and physics. Laboratory work demonstrates the methods of gathering data and developing and testing of theories. Fee applies.

SCI 113
**Science for Teachers (4 cr. hrs.)**
Offered: Urbana
Prerequisite(s): None.

A “hands-on” science course for Elementary Education students. Concepts learned in lecture will be enhanced with
laboratory activities that could be adapted for elementary school students. Topics include meteorology, astronomy, geology, biology, physics, and chemistry.

**SCI 200**  
*Basic Forensic Science (4 cr. hrs.)*  
**Offered: Urbana**  
Prerequisite(s): Grade of “C” or better in ENG 102 and MAT 105 (or higher) and a minimum ACT composite score of 18, or permission of the instructor.

A course in the fundamentals of criminalistics that addresses the application of science to criminal and civil law. Topics include: crime scene investigation, evidence type and collection, evidence analysis, toxicology, serology, blood stain patterns, firearms, document and voice analysis, and fingerprints. The course has a significant laboratory component that exemplifies practical application of the content material. Fee applies.

**SCI 421**  
*Field Experience in Science (1 cr. hrs.)*  
**Offered: Urbana**  
Prerequisite(s): Senior standing.

A job and/or research oriented experience which enables the student to put into practice concepts and procedures which have been presented in his or her coursework. The interrelationships between the field experience and the classroom experience are discussed in conferences between the student and the on-campus supervisor.

**SCIE 210**  
*Understanding Science: Principles, Practice & Theory (2 cr. hrs.)*  
**Offered: Franklin and Urbana**  
Prerequisite(s): College Writing (ENG 120) or Research Paper (ENG 130). Introduction to Logic & Critical Thinking Skills (HUMN 210) is strongly recommended.

Understanding Science: Principles, Practice & Theory is a two credit hour course that introduces students to the major themes, processes, and methods common to all scientific disciplines. Students will develop critical thinking skills necessary to analyze and evaluate all kinds of phenomena, scientific, pseudoscientific, and other. The focus is on the nature of science so students will develop an understanding of how science works and develop an appreciation for the process by which we gain scientific knowledge.

**SCIE 211**  
*Introduction to Scientific Analysis & Reasoning (4 cr. hrs.)*  
**Offered: Franklin and Urbana**  
Prerequisite(s): College Writing (ENG 120) or Research Paper (ENG 130). Understanding Science: Principles, Practice & Theory (SCIE 210) and Introduction to Logic & Critical Thinking Skills (HUMN 210) are strongly recommended.

Introduction to Scientific Analysis & Reasoning is a four credit hour course consisting of three credit hours of lecture and one credit hour of laboratory. This course is an introduction to critical thinking on statistical and scientific claims. The student will develop the critical thinking skills necessary to analyze and evaluate popular sources of (mis) information and to better understand and evaluate all sorts of scientific claims and arguments. The focus of the course is on students developing thoughtful and critical use of scientific information and research to be able to separate truth from deception and make decisions that affect their personal lives and roles as informed and engaged citizens.

**SCIE 244**  
*Foundations of Anatomy & Physiology (4 cr. hrs.)*  
**Offered: Franklin and Urbana**  
Prerequisite(s): None.

This course is designed for students interested in the allied healthcare professions and focuses on gross anatomy and the function of human organ systems and how they relate to one another. Students in this course will expand their medical terminology and scientific understanding of the physiology of the human body. In addition, students will gain an understanding of general pathology as it relates to the disruption of homeostasis. This course will include a one-hour lab component.

**SCIE 254**  
*Health & Human Disease (4 cr. hrs.)*  
**Offered: Franklin and Urbana**  
Prerequisite(s): Foundations of Anatomy & Physiology (SCIE 244).

This course is designed for students pursuing allied health professions and provides an overview of human health and disease processes. Students will learn about common diseases and how they affect human health at cellular, organ, and systemic levels. Emphasis will be placed on the body as a system and how disease impacts the human body as a whole.
SCIE 264  
Introduction to Pharmacology (2 cr. hrs.)  
Offered: Franklin and Urbana  
Prerequisite(s): Foundations of Anatomy & Physiology (SCIE 244) and Health & Human Disease (SCIE 254).  
This course is intended for allied health students as an introduction to the study of pharmacology. Students will examine the properties, effects, and therapeutic value of the primary agents in the major drug categories. Pharmacodynamics and pharmacotherapeutics will be explored in detail.

SCIE 480  
Special Topics in Science (1-4 cr. hrs.)  
Offered: Franklin  
Prerequisite(s): Determined on a course-by-course basis and published in the trimester Course Schedule.  
A variable content classroom course in Science in which students pursue topics or subjects of current interest that are not part of the regular curriculum. A specific course description will be published online in the Course Schedule for the trimester the course is offered.

SCIE 499  
Independent Studies in Science (1-4 cr. hrs.)  
Offered: Franklin  
Prerequisite(s): Minimum 2.00 cumulative GPA, at least 16 credit hours completed at Franklin, related coursework completed with minimum grade of “B” and permission of Program Chair.  
Independent studies courses allow students in good academic standing to pursue learning in areas not covered by the regular curriculum or to extend study in areas presently taught. Study is under faculty supervision and graded on either a Pass/No Credit or a letter grade basis. (See “Independent Studies” for details.)

SOCIAL SCIENCES

SOSC 205  
Issues in Social Sciences (2 cr. hrs.)  
Offered: Franklin  
Prerequisite(s): College Writing (ENG 120) and Learning Strategies (PF 321).  
Issues in the Social Sciences facilitates exploration of current, sometimes controversial, social problems and solutions. The course takes an evidence-based approach to considering three broad subject areas in the field of social psychology – environmental sustainability, personal and public health and psychosocial aspects of the U.S. legal system. These topics are employed to exemplify how social science research informs public opinion and efficacious policies and interventions to promote positive social change. Class activities are designed to promote critical assessment of students’ own opinions and the ability to present well-informed arguments.

SOSC 495  
Social Sciences Capstone (4 cr. hrs.)  
Offered: Franklin  
Prerequisite(s): Completion of all other Major Area courses.  
The Social Sciences capstone provides the opportunity for students to demonstrate mastery of the learning outcomes for the social sciences program through completion of a major project. This will be a self-selected project reflecting the student’s interests and career aspirations. Students are given latitude to select one of two methods for project completion. Those opting for a theoretical approach will identify a societal opportunity, examine that opportunity from the perspective of at least two social science disciplines, and devise an interdisciplinary strategy for exploiting the opportunity for the betterment of society. Students choosing an applied approach will complete a project in a social service setting, cooperating with the capstone professor and site supervisor to design and complete an intervention to further the mission of the organization. This is a writing intensive course requiring a formal proposal and comprehensive report upon project completion.

SOCIOLOGY (SOC or SOCL)

SOC 202  
The American Family (3 cr. hrs.)  
Offered: Urbana  
Prerequisite(s): SOCL 110.  
Course materials will introduce students to the typical iThe structure and function of families in the United States are explored. Special attention is given the changing role of the family in society and the many new forms of nontraditional, nonnuclear families.

SOC 203  
Minorities (3 cr. hrs.)  
Offered: Urbana  
Prerequisite(s): SOCL 110.
The study of dominant minority group relations in society. Emphasis will be placed on cultural backgrounds and the possible resulting problems and adjustments necessitated.

**SOC 216**  
**Social Gerontology (3 cr. hrs.)**  
**Offered: Urbana**  
Prerequisite(s): None.

An introduction to social gerontology and the influence of social forces on the aging process. The demographic and social characteristics of the elderly will be examined as well as social trends. Research processes and contemporary views of aging in society will be presented.

**SOC 225**  
**Statistics for the Social Sciences (3 cr. hrs.)**  
**Offered: Urbana**  
Prerequisite(s): MAT 105 or 106 or higher; SOCL 110 or PSY 200.

This course serves as an introduction to the statistical concepts and techniques employed in quantitative empirical research in many social science disciplines, including psychology, sociology, political science, economics and applied professional areas. Basic material to be covered includes descriptive statistics, including frequency distributions and percentiles, measures of central tendency and dispersion, relationships among variables, including correlation and regression, and inferential statistics, including sampling and hypothesis testing.

**SOC 300**  
**Social Theory (3 cr. hrs.)**  
**Offered: Urbana**  
Prerequisite(s): SOCL 110.

A survey of social theorists who identify sources of societal cohesion and conflict. An in-depth analysis of the elements of social interaction, the normative sanctioning process and threats to the existing societal order.

**SOC 310**  
**Introduction to Social Welfare (3 cr. hrs.)**  
**Offered: Urbana**  
Prerequisite(s): SOCL 110.

This course focuses on the history, purpose and effectiveness of the contemporary social welfare system, as well as contemporary problems and issues. Current theory and remedial programs are incorporated.

**SOC 421**  
Field Experience and Integrative Seminar I (3-6 cr. hrs.)  
**Offered: Urbana**  
Prerequisite(s): Junior/senior status majors.

Students will select placement in one of five potential career areas: family and child services, corrections, health care, psychological service or law enforcement. A final paper unifying theoretical concepts with actual agency practice is required.

**SOC 422**  
Field Experience and Integrative Seminar II (5-10 cr. hrs.)  
**Offered: Urbana**  
Prerequisite(s): SOC 421.

This course is a continuation of the learning process initiated in SOC 421. Special emphasis is placed on a more specific shaping of student skills, the development of a high level of professionalism, and facilitation of the student’s eventual career/educational choice. Students will select placement with a human services entity approved by faculty overseeing the field experience. The faculty member will communicate regularly with the student’s site supervisor. Students follow the schedule, protocols and policies of the placement agency. Students will have the opportunity to participate in research projects, as available, or explore the theoretical underpinnings of an issue specific to the field experience site. Students work 40 clock hours in the field for each one hour of academic credit. Specific information regarding field experience is available from the Office of the College of Arts, Sciences, & Technology.

**SOC 430**  
Case Management (3 cr. hrs.)  
**Offered: Urbana**  
Prerequisite(s): SOCL 110, PSY 200, junior/senior status.

This course focuses on the role of case management in mental health and community support services. Included is information on the history and nature of human and social services, the social service network, client entitlements, and legal rights. Skills necessary for relating to clients, helping to set goals and solve problems, learning when and how to intervene in crisis situations, and how to be effective advocates while drawing on the strengths of the client and the community are discussed.

**SOC 650**
**Field Experience and Integrative Seminar II (5-10 cr. hrs.)**
*Offered: Urbana*
Prerequisite(s): None.
This course explores social deviance and social control through examination of both theory and real world applications. Emphasis is placed on approaches to studying and researching deviance, as well as responses to deviance. Educators enrolled in this course will practice strategies for facilitating their own social deviance and social control courses.

**SOCL 110**
*Introduction to Sociology (4 cr. hrs.)*
*Offered: Franklin and Urbana*
Prerequisite(s): None.
Sociology is the scientific study of group behavior – whether the groups are dyads, small groups, associations, bureaucracies, societies, publics, aggregates, social movements, or mobs, etc. This introductory course introduces the student to sociological principles and theoretical perspectives that facilitate understanding the norms, values, structure and process of the various types of groups into which people organize. The course focuses on applying the scientific method to studying social problems (e.g. poverty, crime, sexism and racism) and basic institutions (i.e. family, government, economy, religion, education). Students will develop their “sociological imagination” as a way of understanding what their lives are and can be in relation to the larger social forces at work in local, national, and international environments.

**SOCL 210**
*Public Sociology (4 cr. hrs.)*
*Offered: Franklin and Urbana*
Prerequisite(s): College Writing (ENG 120) and Learning Strategies (PF 321).
Course materials will introduce students to the typical introductory sociological concepts and theories which prepare students to begin seeing how their socio-historical contexts help to shape who they are and to shape the larger communities in which they live. Innovative aspects of this course help students to reflect on the deeper and more personal question pertaining to what kinds of communities they want to live in and what roles they are willing to play in bringing those communities to fruition.

**SOCL 310**
*Diversity in the Workplace (4 cr. hrs.)*
*Offered: Franklin and Urbana*
Prerequisite(s): College Writing (ENG 120) and Learning Strategies (PF 321).
This course explores the spectrum of cultural diversity and its consequences within the workplace. While the focus is on the American workplace, some cross-cultural material is examined in relation to current trends toward globalization and multinational corporations. Important themes running throughout the course relate to recognizing and actualizing the benefits of cultural diversity in the workplace as coworkers and leaders minimize the misunderstandings that frequently accompany diversity.

**SOCL 335**
*Applied Research Methods (4 cr. hrs.)*
*Offered: Franklin and Urbana*
Prerequisite(s): College Writing (ENG 120) and Learning Strategies (PF 321). Not open to students with credit for PF 302.
Applied Research Methods introduces students to foundational issues of social scientific research – that is, research entailing the application of the scientific method to the study of human behavior. Students will examine the strengths and weaknesses of major quantitative and qualitative data collection techniques as well as the processes involved in planning and executing such projects and the standards of evaluating the quality of data.

**SOCL 345**
*Sociology of Work & Organizations (4 cr. hrs.)*
*Offered: Franklin and Urbana*
Prerequisite(s): College Writing (ENG 120) and Learning Strategies (PF 321).
This course examines the mutual influence of social arrangements, on one hand, and business structures and processes on the other. The course begins with a study of pre-business-oriented social life in the earliest human societies with special focus on typical biography, values, assumptions about reality, and norms regulating desires and needs within the limited marketplace. The course will follow the evolution of business and social elements through the Industrial and Post-Industrial Eras and examine ongoing changes as we move toward the Molecular Technology economy now appearing on our horizon. Ending discussions will focus on the role imagination and innovation play in harnessing developments and carrying them into our future society and future business endeavors. The course shares common elements with other courses offered at Franklin University but is unique in terms of its placement of business within a socio-historical context.
SOCL 355  
Community Mental Health (4 cr. hrs.)  
Offered: Franklin and Urbana  
Prerequisite(s): Research Writing: Exploring Professional Identities (ENG 220) or Business & Professional Writing (ENG 320), and General Psychology (PSYC 110) or Introduction to Sociology (SOCL 110).  
This course explores the social context of mental health treatment and delivery of mental health care. The delivery of mental health care is rife with public policy debates stemming from the diversity of opinion among policy makers, treatment specialists, consumers of mental health care and their families, for-profit entities such as pharmaceutical companies, and the public. Debates that highlight this course include but are not limited to the following: the proper role of medication in mental health care, balancing patients’ rights with the desire for public safety, influence of the Affordable Care Act on mental health diagnosis and treatment, and differences between mental health care in Ohio and that found in other locales.

SOCL 400  
Social Justice (4 cr. hrs.)  
Offered: Franklin and Urbana  
Prerequisite(s): College Writing (ENG 120) and Learning Strategies (PF 321).  
This course explores the types of cultural diversity in society and the effects such diversity has on attitudes, values, beliefs, behavior, and life chances. Human beings vary by many dimensions including race/ethnicity, national origin, sex and sexual orientation, gender and gender orientation, social class, age, religion, and more. Students will explore the nature of inequality as a socially constructed consequence of diversity, the nature of social and institutional strategies that maintain such inequality, and how social arrangements may be altered to mitigate against this inequality for individual as well as social benefit.

SOCL 480  
Special Topics in Sociology (1-4 cr. hrs.)  
Offered: Franklin and Urbana  
Prerequisite(s): Determined on a course-by-course basis and published in the trimester Course Schedule.  
A variable content classroom course in Sociology in which students pursue topics or subjects of current interest that are not part of the regular curriculum. A specific course description will be published online in the Course Schedule for the trimester the course is offered.

SOCL 499  
Independent Studies in Sociology (1-4 cr. hrs.)  
Offered: Franklin and Urbana  
Prerequisite(s): Minimum 2.00 cumulative GPA, at least 16 credit hours completed at Franklin, related coursework completed with minimum grade of “B” and permission of Program Chair.  
Independent studies courses allow students in good academic standing to pursue learning in areas not covered by the regular curriculum or to extend study in areas presently taught. Study is under faculty supervision and graded on either a Pass/No Credit or a letter grade basis. (See “Independent Studies” for more details.)

SPANISH

SPA 615  
Spanish Contemporary Literature (3 cr. hrs.)  
Offered: Urbana  
Prerequisite(s): None.  
This course explores identity construction in Spanish language fiction. Emphasis is placed on the writing process in the context of literature about identity develop and the facilitation of critical thinking about sites and situation related to the theme. Educators enrolled in this course will learn how to facilitate their own thematic, literature-based composition courses.

SPA 620  
Spanish Business Environment (3 cr. hrs.)  
Offered: Urbana  
Prerequisite(s): None.  
This course is designed to engage students in a Spanish business environment and communicate effectively in real life situations. An examination of the environment in which businesses operate and the challenges of managing organizations within this environment. The course stars with an overview of the external and internal environments organizations operate within. The remainder of the course explores how to effectively manage in these environments. This latter part of the course is structured into four sections organized around each of the four primary management functions (i.e. planning, organizing, leading, controlling). This course is taught in Spanish.
Graduate Independent Study (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): None.

Students will demonstrate the skills and knowledge associated with their professional careers in the Spanish discipline to formulate a solution to a specific policy issue or problem of their choosing based on existing practices and research literature. Students will be required to identify specific learning objectives and provide support of master of said objectives.

SPECIAL EDUCATION

SED 200
Introduction to Students with Mild/Moderate Educational Needs (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): None.

This course provides students the opportunity to develop an understanding of the philosophical, historical, and legal foundations of special education as well as an understanding of the characteristics of learners who have special needs. Students explore and define the concepts of special education in schools and society, acquire knowledge about the legal and procedural aspects of special education, and develop an understanding and respect for individual needs and diversity.

SED 201
Role of the Intervention Specialist (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): None.

This course provides students the opportunity to develop an understanding of the theories of cognition, intelligence, and learning, especially as it relates to identifying children with special needs. Students begin the process of relating the theories to instruction and assessment processes.

SED 203
Cognition, Learning, & Intelligence (2 cr. hrs.)
Offered: Urbana
Prerequisite(s): Prerequisite: Admission to Teacher Education; SED 200.

This course provides students the opportunity to develop an understanding of the role of the intervention specialist in the issues relating to communication, collaborative practices, professionalism, and ethical practices. Students develop and use effective communication and collaboration skills in relating to students, parents, and other educational providers and develop an understanding of the role of the intervention specialist as part of the total educational experience. This course also deals with other issues involving the role of a teacher, networking skills, and resources accessibility.

SED 260
Role of the Intervention Specialist (4 cr. hrs.)
Offered: Urbana
Prerequisite(s): EDU 112.

This course is required for prospective teachers seeking the Resident Educator Intervention Specialist License. The course examines all aspects of instructional planning and examines the common strategies teachers employ to conduct their lessons. It assumes prospective students have a deep understanding of the content they will teach and an extensive understanding and appreciation of the students with whom they will work. The overriding purpose of the course resides in the transformation of content and behavioral objectives into sequences of instructional activities that make them accessible to students.

SED 300
Intervention Specialist Curriculum, Instruction and Assessment (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): SED 203, SED 260.

This course provides students the opportunity to develop skills in examining curricular themes, problems, and issues that are appropriate to students with mild/moderate learning issues in grades K-12. Students describe and define characteristics of learners with disabilities in inclusion settings; differentiate curriculum strategies, goals, and objectives to meet individual needs and examine and use materials to enhance the curriculum being taught. Students demonstrate skills in determining appropriate teaching strategies with the regular classroom content goals and objectives.

SED 405
Transition Planning and Career Issues (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): SED 200, SED 203, senior standing.

This course is required for prospective teachers seeking licensure in the Intervention Specialist K-12 Mild/Moderate area. It provides students with an understanding of the importance of the Transition Planning Process in planning to address the social, academic and vocational needs of
exceptional children as they prepare for life after high school. Students will also be exposed to tools that can be used to gather information that can be used to develop transition plans for these children. Time will also be spent identifying and making visits to programs and agencies involved in this process. Students will also be responsible for interacting with an adolescent student with an exceptionality and gathering data which they can then use to develop a transition plan for this student.

SED 411
Evaluating Students with Mild/Moderate Educational Needs (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): SED 200, SED 300.
This course provides students the opportunity to develop skills in articulating the philosophical, historical, and legal foundations of special education. Students describe and define characteristics of learners with disabilities, and access, diagnose, and evaluate students with disabilities. Students demonstrate skills in conducting professional activities; use, score, modify, and adapt assessment instruments; access information, gathers data, evaluates results, and determines service delivery options.

SED 412
Instructional Strategies: Mild/Moderate Educational Needs (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): SED 200, SED 203, SED 300.
This course provides students the opportunity to develop skills in interpreting assessment data to plan instructional methods, and in developing and selecting instructional content, materials, resources, strategies, and technology as they relate to the education of students with disabilities. Focus is on planning, executing, and evaluating best practices in the instructional process; determining and writing goals, long term objectives, and teaching objectives; and surveying and determining appropriate educational settings. This course familiarizes students with various educational technologies, especially those specifically designed to augment communication processes.

SED 413
Management Strategies for Intervention (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): SED 300.
This course provides students the opportunity to develop skills in planning and managing the teaching and learning environment, and in managing student behavior and social interaction skills. Students become familiar with daily management skills, safety and health issues in the classroom, creating and modifying a supportive learning environment, and behavior management skills. It also encourages students to have regard and respect for a child’s total self.

SED 414
Professional and Collaborative Practices (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): SED 203; SED 300 (UG) OR EDP 441(PB).
This course provides students the opportunity to develop skills in communicating effectively, in developing collaborative partnerships, and in demonstrating professionalism and ethical practices. The course focuses on the development and interaction of the educational team, on methods and models of collaborative practices with parents, students, educational personnel, and members of the community and incorporates this into the instructional process. Effective advocacy and problem solving skills and techniques are examined.

SED 491
Intervention Specialist Professional Growth and Development Practicum (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): Completion of all program and OAE requirement.
The professional growth and development practicum is designed to meet the student teaching requirements for the Intervention Specialist, K-12: Mild/Moderate Resident Educator License. The practicum has two components: the student teaching experience and a weekly seminar. Student teaching is an in-depth clinical laboratory experience that provides opportunities to observe, analyze, plan, and practice teaching methods in a school setting. The experience enables the teacher candidate to move through stages of increased responsibilities under the guidance and with the support of a cooperating teacher and a university supervisor. The seminar provides teacher candidates with an opportunity to continue developing skills to become a reflective practitioner.

SED 495
Intervention Specialist Practicum (6 cr. hrs.)
Offered: Urbana
Prerequisite(s): None.
The Intervention Specialist practicum is an in-depth clinical
laboratory experience that provides opportunities to observe, analyze, plan, and practice teaching methods in a school setting. The experience enables a teacher seeking licensure in an additional field of study a place where they can reflect on their development as professionals.

**SPEECH**

**SPCH 100**
*Speech Communication (4 cr. hrs.)*
Prerequisite(s): Basic Writing II (ENG 060) or the equivalent placement score.

All students are required to pass this course, or Interpersonal Communication (COMM 150), prior to enrolling in any course at the 200 level or above. Not open to students with credit for Speech Communication (COMM 100). A basic public speaking course intended to improve the student's ability to think critically and to communicate orally. Theory and practice are provided in various speaking situations. Each student is required to speak before an audience, but class work also involves reading, gathering and organizing information, writing and listening.

**SP 410**
*Readers’ Theatre (3 cr. hrs.)*
**Offered: Urbana**
Prerequisite(s): SPCH 100.

This course examines the history and techniques of Readers’ Theatre. Research and preparation of scripts are also presented. Both group and individual work involving staging and movements as well as projection and special voice techniques are studied. Emphasis will be upon group techniques and learning to organize and operate as a group to project a unified program.

**SPORTS MANAGEMENT**

**SPM 207**
*Principles of Sport Management (3 cr. hrs.)*
**Offered: Franklin and Urbana**
Prerequisite(s): EXS 140.

This course provides an introduction to the sports management field including career opportunities. Topics covered include knowledge and skills related to planning, organizing, directing, controlling, budgeting, and leading a sports related organization.

**SPM 300**
*Coaching Methodologies I (3 cr. hrs.)*
**Offered: Franklin and Urbana**
Prerequisite(s): EXS 204, junior status, and/or instructor permission.

This course is a comprehensive introduction to the coaching profession. Emphasis is placed on sport at the high school and various club levels. Consideration is also given to coaching at other levels, such as youth, recreational, and intercollegiate sports programs. The primary goal of the course is to develop and enhance students’ knowledge and understanding of concepts and techniques of coaching and their application to achieving important objectives in working with athletes. The course and textbook combine sport science theory and research with the practical knowledge and methods of expert coaches in the five essential categories of coaching education and professional practice.

**SPM 306**
*Sports Marketing (3 cr. hrs.)*
**Offered: Franklin and Urbana**
Prerequisite(s): EXS 40, SPM 207.

Through this course, students will gain an understanding of the special nature of the sports market. The course includes a combination of knowledge and skills related to the promotion, selling, and advertising of services and/or products within sports and physical activity industries.

**SPM 310**
*Coaching Methodologies II (3 cr. hrs.)*
**Offered: Franklin and Urbana**
Prerequisite(s): EXS 140, SPM 207, SPM 300 or Department Chair Approval.

This course will explore the principles and procedures necessary to establish a sport club organization. An emphasis will be placed on creating a sport club business plan, and constructing a mini-grant proposal. Students who learn this information will be enabled to develop, manage, and sustain highly organized, professional, and structured club.

**SPM 320**
*Sports Information (3 cr. hrs.)*
**Offered: Franklin and Urbana**
Prerequisite(s): None.

This course provides the student with the variety of media in which to disseminate sports information. It explores ethical, legal, and social issues relating to the sports information field.
**SPM 351**  
*Sports Law (3 cr. hrs.)*  
*Offered: Franklin and Urbana*  
Prerequisite(s): EXS 140 and SPM 207.

This course provides information into the legal issues related to the sports field. Topics will cover the time frame from amateur through professional sports. Basic legal principles affecting the management of recreation and sports programs, liability and risk assessment of those programs will be covered.

**SPM 430**  
*Sports Industry (3 cr. hrs.)*  
*Offered: Franklin and Urbana*  
Prerequisite(s): SPM 306.

This course will provide a more detailed discussion of sport promotion and sales management. Students will gain an understanding or sponsorships, licensing, global issues, and after-marketing techniques that confront the modern-day sports promoter.

**SPM 450**  
*Managing Athletic Programs (3 cr. hrs.)*  
*Offered: Franklin and Urbana*  
Prerequisite(s): None.

This course provides the student with the knowledge and skills necessary to manage athletic programs in schools, colleges, community centers, and other venues. It explores ethical, legal, and social issues relating to following the various standards such as NCAA, NAIA, OHSAA, and others. The course will also explore such areas as specific organizational management and structures, communication techniques, insurance and transportation issues.

**SPM 491**  
*Field Experience in Sports Management (6 cr. hrs.)*  
*Offered: Franklin and Urbana*  
Prerequisite(s): None.

This course provides the student with a sustained field experience in the area of sports management and their chosen emphasis of study. The student supplements theoretical classroom knowledge with practical on-the-job experience. Students receive close supervision and comprehensive evaluation for credit purposes by employers and university personnel. It is possible to receive a salary while doing field experience, depending upon placement opportunities.

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**SUSTAINABILITY MANAGEMENT**

**ENV 500**  
*Economic Issues in Sustainable Development (3 cr. hrs.)*  
*Offered: Franklin*  
Prerequisite(s): None.

This course explores economic issues and principles in sustainable development practices for business, government, and nonprofit organizations. Students will be challenged to critically analyze the links between the natural environment and social institutions. Topics include both market and non-market values for environmental and social services, causes and potential solutions to environmental and social degradation, roles of the business, government, and nonprofit sectors in fostering sustainability, and the emerging field of ecological economics.

**ENV 520**  
*Sustainable Master Planning and Development (3 cr. hrs.)*  
*Offered: Franklin*  
Prerequisite(s): None.

This course will give students background information concerning what sustainability is, how the development of a Sustainable Master Plan is a critical component for reaching the goals associated with sustainability, and what the various components are that comprise a Sustainable Master Plan. The course will provide students with the basic training necessary to create a Sustainable Master Plan that will serve as a reference for the development of a parcel of land.

**ENV 525**  
*Sustainable Energy and Society (3 cr. hrs.)*  
*Offered: Franklin*  
Prerequisite(s): None.

This course is designed to enhance students’ understanding of energy resources and their sustainable use, the prospects of renewable energy sources and technologies, and the relations of energy with society. Topics include basic principles of energy transformation and storage, energy technologies, critical assessments of alternative energy sources, and the role of energy markets and policies in a sustainable society. Emphasis is given to social, economic, and environmental costs and benefits of transition from fossil fuel to renewable energy sources.

**ENV 530**  
*Sustainable Management of Water Resources (3 cr. hrs.)*  
*Offered: Franklin*
Prerequisite(s): None.

This course introduces the concepts of sustainability in water resources, acquainting students with the challenges and benefits of sustainable management of water resources. Best management practices for sustaining water resources, including groundwater, surface water, precipitation, and wastewater, are highlighted throughout the course. Topics covered include a water resources overview, the hydrologic cycle, water resource issues, and sustainable solutions. The course focuses on freshwater resources sustainability.

THEATRE

THE 100
Introduction to the Theatre (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): None.

Basic survey of contemporary theatrical theory and practice. This course is designed to introduce students to the art of the theatre and to encourage an appreciation for theatre as an art and as an integral element of culture. Topics will include theatre artists and their processes, types of productions, genres of drama and representative dramatists, and theatrical criticism.

THE 102
Acting (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): None.

Through vocal and physical exercises, students will acquire a working knowledge and understanding of the techniques and processes involved in the art of acting. The course will focus on warm-ups, relaxation, concentration, sense and memory exploration, self-awareness, and auditioning.

THE 202
Script Analysis and Character Development (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): THE 102.

This course builds on the basic acting exercises learned in THE 102. The student will learn to analyze a role by searching for character traits, physical representations of the character, and techniques for conveying the character to the audience. Work will include the study of both comic and serious modes, and some work on historical periods. In-class exercises and outside assignments will be required.

THE 204
Stagecraft (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): None.

This course is designed to introduce students to the basics of theatrical production including set construction, lighting, properties, costumes, and makeup. The class will explore a variety of stage spaces and their particular requirements as well as materials and equipment. Course includes field trips, guest lectures and projects.

THE 350
Directing (3 cr. hrs.)
Offered: Urbana
Prerequisite(s): THE 102.

In this course students learn the basic techniques of theatrical direction. Topics include the role of the modern director, directorial script analysis, basic blocking principles, audition and rehearsal techniques, and directing in different spaces. Structure of the class is a series of projects.

THE 375
Directing (1-3 cr. hrs.)
Offered: Urbana
Prerequisite(s): None.

This course offers credit for participation in the department’s theatre productions. The course involves practical work and experience in all aspects of theatre production. Prerequisite: Requires approval of Director of Performing Arts.

UNIVERSITY STUDIES

UNI 101
University Seminar (2 cr. hrs.)
Offered: Urbana
Prerequisite(s): None.

A mandatory course for entering full-time, degree-candidate students (may be waived for transfer students). This course is designed to help freshmen adjust to the University and develop strategies for success by providing a “support group” during this critical period of adjustment and examining problems common to the freshman experience. Students must pass the course or they will be required to repeat it.

UNI 199
University Seminar (2 cr. hrs.)
Offered: Urbana
Prerequisite(s): None.

A mandatory course for entering full-time, degree-candidate students (may be waived for transfer students). This course is designed to help freshmen adjust to the University and develop strategies for success by providing a “support group” during this critical period of adjustment and examining problems common to the freshman experience.
Students must pass the course or be required to repeat it. This is a Dean’s option course.

**WEB DEVELOPMENT**

**WEBD 101**  
*Introduction to Web Page Construction (2 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): None.

This course covers the fundamental concepts necessary for the construction of web pages using the basic building blocks of Hypertext Markup Language (HTML) and Cascading Style Sheets (CSS). HTML and XHTML are covered in detail for building web pages using a web page development environment. The use of styling using CSS is introduced.

**WEBD 236**  
*Web Information Systems Programming (4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): WEBD 101, COMP 281 and ITEC 136 or COMP 111.

This course builds web applications by employing server-side scripts that query relational databases. The student learns and reflects on two- and three-tier software architectures, separation of responsibility, model-view-controller pattern, basic security, and web frameworks. The student will design, code, test, debug, and document programs using a server-based scripting language. Note: This is a technology course in a technology program, and it requires the purchase of software that may be used in subsequent courses as well as suitable for commercial work beyond completion of degree studies. For specific software requirements, consult the course syllabus.

**WEBD 335**  
*Advanced Client Side Development (4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Fundamentals of Graphic Design (GRPH 210) and Web Information Systems Programming (WEBD 236).

This course builds on the fundamental concepts of constructing web pages by expanding into robust, efficient and highly responsive client side applications of current web technologies. Students will apply advanced techniques that employ scripting languages, libraries, and frameworks to build interactive RESTful application programming interfaces (APIs). These APIs will be used to drive web applications that use asynchronous scripting language callbacks to provide user interactivity.

**WEBD 410**  
*Web Development Internship (1-4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): None.

This course provides qualified students with an opportunity to receive academic credit for supervised professional training and experience in an actual work environment. This Internship is an ongoing seminar between the student, the faculty member and the employment supervisor. It involves an Internship Application and Learning Agreement, periodic meetings with the faculty representative, professional experience at a level equivalent to other senior-level courses and submission of material as established in the Internship Application and Learning Agreement. Participation cannot be guaranteed for all applicants.

**WEBD 435**  
*Advanced Server Side Development (4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): ITEC 400 and WEBD 236

This course builds on the fundamental concepts of constructing web pages by expanding into robust, efficient and highly responsive server side applications of current web technologies. Students will apply advanced techniques that employ server side languages, libraries, and frameworks to build interactive RESTful application programming interfaces (APIs). These APIs will be used to drive web applications that use asynchronous scripting language callbacks to provide user interactivity.

**WEBD 445**  
*Advanced Web Development (4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): WEBD 335 or WEBD 435

This course will look at the state of technology in web development. It will cover topics that are cutting edge and new as well as those that may not get significant treatment in other courses.

**WEBD 480**  
*Special Topics in Web Development (1-4 cr. hrs.)*  
Offered: Franklin  
Prerequisite(s): Determined on a course-by-course basis and published in the trimester Course Schedule.

A variable content classroom course in Web Development in which students pursue topics or subjects of current interest that are not part of the regular curriculum. A specific course description will be published online in the Course Schedule for the trimester the course is offered.

**WEBD 495**  
*Web Development Capstone (4 cr. hrs.)*
Offered: Franklin
Prerequisite(s): Senior standing, graduating trimester and completion of, or concurrent enrollment in, all Major Area courses. Not open to students with credit for DCOM 495.

The intent of this course is to provide a capstone experience that integrates the material contained in required courses of the Web Development major. It also provides an opportunity for students to recognize and evaluate the interrelationship of their general education courses with the courses taken for their Web Development major. The major areas of the program are reviewed and assessed via standardized exams. The Capstone will include discussion about professional and ethical issues related to the discipline of Web Development. In addition, the historical development of technology related to the Internet and eCommerce is explored.

**WEBD 499**  
*Independent Studies in Web Development (1-4 cr. hrs.)*  
Offered: Franklin and Urbana  
Prerequisite(s): Minimum 2.00 cumulative GPA, at least 16 credit hours completed at Franklin, related coursework completed with minimum grade of “B” and permission of Program Chair.

Independent studies courses allow students in good academic standing to pursue learning in areas not covered by the regular curriculum or to extend study in areas presently taught. Study is under faculty supervision and graded on either a Pass/No Credit or a letter grade basis. (See “Independent Studies” for more details).

**ENGLISH**

**ENG 050**  
*Basic Writing I (4 cr. hrs.)*  
Offered: Franklin and Urbana  
Prerequisite(s): None. Not open to students with credit for Basic English, College Writing, Business Communication, Developmental English I and II, Basic Writing II, or Business & Professional Communication.

Students must register for this course if their writing placement test so indicates and must pass this course prior to enrolling in any course at the 200 level or above. This course is graded on a Pass/No Credit basis and carries institutional credit but does not count toward degree requirements. Basic Writing I prepares students for Basic Writing II by familiarizing them with methods of generating, developing, and organizing paragraphs and very short essays. Students will master limited punctuation, spelling and agreement skills. These college entry-level skills will be applied to a variety of rhetorical modes, including narration, description and expository patterns.

**ENG 060**  
*Basic Writing II (4 cr. hrs.)*  
Offered: Franklin and Urbana  
Prerequisite(s): Placement into ENG 060 or a passing grade in ENG 050 (or COMM 050), and registration in or completion of Basic Learning Strategies (PF 121). Not open to students with credit for College Writing, Business Communication, Developmental English II, or Business & Professional Communication.

Students who place into this course must pass it prior to enrolling in any course at the 200 level or above. This course is graded on a Pass/No Credit basis and carries institutional credit but does not count toward degree requirements. Basic Writing II is designed to prepare students for College Writing. Consequently, the course expands upon the skills covered in Basic Writing I. Pre-writing, writing, revising and editing skills are covered; however, the skills are applied to longer writing assignments, sentence skills covered are more comprehensive, some documentation skills are presented, and professional as well as students samples are discussed.

**ENG 120**  
*College Writing (4 cr. hrs.)*  
Offered: Franklin and Urbana  
Prerequisite(s): Qualify through the English placement test or pass Basic Writing II (ENG 060). All students are required to pass this course prior to enrolling in any course at the 200 level or above. Not open to students with credit for COMM 120.

In this course, students acquire the writing competence necessary for conducting and presenting research. A variety of assignments, beginning with personal reflections, build upon one another, as students develop ideas that respond to, critique, and synthesize the positions of others. Students systematize and organize knowledge in ways that will help them in all of their courses. The course also emphasizes the elements of good writing style, appropriate grammar and mechanics, clarity of language, and logical and cohesive development. It culminates in submission of a documented research paper.

**ENG 130**  
*Research Paper (2 cr. hrs.)*  
Offered: Franklin and Urbana  
Prerequisite(s): “Composition Special” transfer credit (COMM 920). Not open to students with credit for COMM 130.

This is a writing course designed to help students successfully complete college writing projects that require research and documentation skills. Students study methods
for using a library, gathering information, summarizing and synthesizing material, and writing and documenting a research paper. The course reviews and emphasizes elements of good writing such as unity, coherence, clarity, and appropriate grammar and mechanics. The course will also cover the appropriate application of APA citation and formatting guidelines.

**ENG 220**
Research Writing: Exploring Professional Identities (4 cr. hrs.)
Offered: Franklin and Urbana
Prerequisite(s): College Writing (ENG 120) or Research Paper (ENG 130).

This is an intermediate writing course focusing on the composition of research papers. Students in this course prepare to be active participants in professional discourse communities by examining and practicing the writing conventions associated with their own fields of study and work. By calling attention to the conventions of disciplinary writing, the course also prepares students for upper-division college writing and the special conventions of advanced academic discourse. Course activities include three extended research papers, semi-formal writing addressing interdisciplinary communication, and readings fostering critical engagement with disciplinary conversations.

**ENG 320**
Business & Professional Writing (4 cr. hrs.)
Offered: Franklin and Urbana
Prerequisite(s): College Writing (ENG 120) or Research Paper (ENG 130). Not open to students with credit for COMM 320 or Report Writing.

This is an advanced composition course that focuses on writing for business and professional purposes. Students will review the writing conventions commonly expected within business and professional environments, as well as strategies for analyzing rhetorical situations within those environments. Coursework includes analysis, revision, and research exercises, as well as substantial practice in composing business correspondence. The final project is an extensive, researched business proposal developed in stages and presented to the class. Students will be encouraged to relate course materials to their major programs and workplace experiences.

**ENG 360**
Introduction to Creative Writing (4 cr. hrs.)
Offered: Franklin and Urbana
Prerequisite(s): College Writing (ENG 120). Not open to students with credit for COMM 360.

This course introduces the student to the world of creative writing, presenting the power of the written word, cultivating the individual's style in interpreting and writing poetry, fiction, and non-fiction, as well as drama. Participants will create a portfolio of work, mastering techniques employed by studied authors. Students also will learn strategies for generating ideas, becoming members of a community of writers who encourage and critique one another's craft by participating in writing workshops.

**ENG 460**
Advanced Creative Writing (4 cr. hrs.)
Offered: Franklin and Urbana
Prerequisite(s): College Writing (ENG 120) and Introduction to Creative Writing (ENG 360). Not open to students with credit for COMM 460.

This advanced creative writing course enables students to dive more deeply into an understanding of the written word, using their own poetry, fiction, and drama pieces to engage readers through the original work produced by members of the class. An advanced community of writers will be developed to sharpen each member's craft by participating in writing workshops. Students will be introduced to avenues for publication (including online) to continue to enhance their talents and expose them to a wider audience.

Note: The following courses may be offered by any college as they are needed. They do not appear in the preceding pages.

**XXX 399**
Special Studies (3 cr. hrs.)
Prerequisite(s): Requires permission of the College Dean.

These courses appear on class schedules with specific discipline prefixes (e.g., BUS 399, ENG 399). These courses involve study and conferences to allow discussion of a specific topic. Repeatable to a maximum of 6 hours provided course content changes. May not be substituted for a University core course or a foundation course.

**XXX 480**
Independent Study (1-3 cr. hrs.)
Prerequisite(s): Requires permission of the College Dean.

These courses appear on class schedules with specific discipline prefixes (e.g., BUS 480, ENG 480). These courses involve individualized study, informal conferences to
allow discussion, and research of a specific topic of study. The student(s) and the instructor prior to the start of the semester mutually agree upon the topic and its evaluation. May be repeated for a maximum of 9 hours.

XXX 499
Senior Seminar (1-3 cr. hrs.)
This is a capstone course for university majors. Courses appear on class schedules with specific discipline prefixes (e.g., BUS 499, ENG 499). The student works independently under the supervision of his/her faculty advisor. The course will assess the student’s entire undergraduate program and offer advice for improvement and/or synthesize knowledge from previous courses. The course will include presentations and/or individual research to the advisor and/or other faculty or students. Prerequisite: Requires senior status and permission of the College Dean.