

PYC4045 Social Science Statistics I 3 cr

An overview of univariate and bivariate descriptive statistics. Attention is given to measures of central tendency, measures of dispersion, Z-score transformations, percentile ranks, correlation, and simple linear regression. Applications of SPSS software are demonstrated.

PYC4046 Social Science Statistics II 3 cr

(PQ: PYC4045) An overview of parametric and nonparametric inferential statistics. Attention is given to specific inferential tests appropriate for various research designs, hypothesis testing, and probability. Students demonstrate knowledge by interpreting statistical results in research studies. Applications of SPSS software are demonstrated.

PYC4051 Principles of Counseling 3 cr

Students examine principles and methods of various schools of counseling. Interviewing skills related to assessment, diagnosis, and treatment planning are discussed. Attention is given to the application of biblical concepts.

PYC4054 Marriage and Family Dynamics 3 cr

This course examines the nature of marriage and family dynamics from a systems perspective. Sexuality and the role of marital quality upon the family unit are considered. Biblical principles for developing positive marriage and family dynamics are addressed.

PYC4055 Marriage and Family Counseling 3 cr

Students examine theories and intervention techniques in marriage and family counseling. Methods of assessment are addressed. Specific issues facing couples and families are considered.

PYC4056 Family Communication and Relationships 3 cr

This course focuses on the psychosocial and spiritual foundations for healthy communication and interpersonal relationships within families. Strategies for developing appropriate problem solving and communication patterns are discussed.

PYC4058 Intervention Strategies with Families 3 cr

This course is an examination of effective methods for addressing problems within families. Forms of neglect and abuse are examined and crisis intervention techniques are also considered. Case studies are used to apply interventions from a Christian worldview.

PYC4079 Abnormal Psychology 3 cr

An introduction to the field of abnormal psychology by examining abnormality within historical, social, and cultural contexts. Attention is given to the definition and classification of abnormality. Each major disorder, its etiology, symptoms, and preferred treatment strategy will be examined. Research issues as they relate to both the causal factors of disorders and the efficacy of current treatments will be considered. Evaluation of abnormality will occur in the context of a Christian worldview.

PYC4081 Stress Management Strategies 3 cr

Practical stress management techniques are addressed along with the relationships among stress, lifestyle, and chronic illness. A Christian worldview is explored as a foundation for stress management.

PYC4083 Pain Management Strategies 3 cr

Pain theories and interventions are explored through the biopsychosocial model and a Christian worldview. Various causes of pain are examined in relation to personality characteristics as well physiological and psychological dimensions.

PYC4841 Research Practicum 1–4 cr

Students identify an empirical research topic, conduct a literature review, develop a methodology, obtain IRB approval, and collect and analyze data. Experimental or non-experimental methods may be used depending upon the purpose of the research. Students will complete a research report based on their findings. (**NOTE:** This practicum can be repeated for a maximum of 4 credits total).

PYC4855 Health Psychology Capstone 4 cr

(PQ: All program courses) Students complete a culminating project addressing an aspect of health psychology. Projects are presented using appropriate visual media such as VoiceThread or PowerPoint.

Graduate Courses

Biblical Arts

BIA5011 Spiritual Formation for Leadership 2 cr

A study of biblical principles for the spiritual growth of self and others. This course includes the study of worldviews, Christianity and culture, and the life of the mind.

BIA5015 Biblical Hermeneutics 4 cr

An advanced course in hermeneutics in which students will learn about the formation of the Bible, the history of biblical interpretation, modern critical methods, and current challenges to biblical interpretation.

BIA5017 Bible in Its World 2 cr

An introduction to the history and thought-world of the Old and New Testaments. Emphasis is on the study of primary sources, principally the literature of the surrounding world, and the intersection of the ideas of those writings with those of the Bible.

BIA5021 Apologetics 2 cr

A study of apologetics, the defense of the Christian faith, with emphasis on critical thinking, theistic arguments, and the problem of evil. Students will also be introduced to Christian approaches to ethics and ethical issues.

Bible

BIB5120 Old Testament Survey 2 cr

An overview of the Old Testament, introducing students to key events, genres, characters, and themes. Special attention will be given to how the Old Testament provides a foundation for the New Testament.

BIB5124 New Testament Survey 2 cr

An overview of the New Testament, focusing on content and structure. Additional topics include authorship and historicity, genres, and continuity with the Old Testament.

BIB6201 New Testament Greek for Biblical Study 4 cr

An introduction to New Testament Greek with the goal of being able to utilize electronic resources and read exegetical commentaries.

BIB6211 Interpreting the Pentateuch 4 cr

An exposition of the first five books of the Old Testament, emphasizing the historical setting and theological message.

BIB6212 Old Testament Prophets 2 cr

A close reading of Old Testament prophetic writings, emphasizing their ancient life settings and literary and theological distinctiveness, with a view to ministry formation for today.

BIB6213 Old Testament Writings 2 cr

An exposition of the Old Testament writings, including the poetic books and wisdom literature. Emphasis will be on the historical setting and theological message of these writings.

BIB6214 Interpreting the Gospels 2 cr

A study of the historical, theological, and exegetical issues in the four gospels. The application and assessment of critical methods are emphasized.

BIB6215 Interpreting Acts 2 cr

An exposition of Acts that emphasizes the historical setting and theological message.

BIB6216 Interpreting the Pauline Epistles 2 cr

A study of the historical, theological, and exegetical issues in each of Paul's letters. Special attention is given to interpretive problems and contemporary discussions related to the study of Pauline literature.

BIB6217 Hebrews to Revelation 2 cr

An exposition of Hebrews, the General Epistles, and Revelation. Emphasis will be on the historical setting and theological message of these writings.

BIB6311 Theological Prolegomena 2 cr

A study of the methods used in systematic theology, especially the use of the Bible for the development of theological systems. Students will also be introduced to theological approaches of covenant theology and dispensationalism.

BIB6312 Biblical Theology of the Old and New Testaments 4 cr

(PQ: C or better in BIA5011 and BIA5015) A study of current methods and issues in the field of Biblical Theology, with emphasis on application to Old and New Testament books. Students will develop theological categories from the text and identify the variety and unity of theological themes.

BIB6313 Systematic Theology I 4 cr

(PQ: C or better in BIA5011 and BIA5015) The advanced study of the doctrines of bibliology, theology (proper), angelology, anthropology, and hamartiology.

BIB6314 Systematic Theology II 4 cr

(PQ: C or better in BIA5011 and BIA5015) The advanced study of the doctrines of Christology, soteriology, pneumatology, ecclesiology, and eschatology.

BIB6315 Contemporary Issues in Theology 2 cr

(PQ: C or better in BIA5011 and BIA5015) A study of a contemporary theological issue relevant to Evangelical theology, with a focus on analysis and assessment.

BIB6891 Thesis Research I 2 cr

(PQ: Approval from MATS Program Director) Students will work with a Thesis Advisor during the course of one semester to narrow the focus of study and to develop a working title and thesis statement. Students will also create an annotated bibliography of sources relevant to the thesis topic. Finally, students will assess the various positions that emerge from their studies. (**NOTE:** This course is offered exclusively online).

BIB6892 Thesis Research II 2 cr

(PQ: Approval from MATS Program Director and BIB6891) Students will work with a Thesis Advisor during the course of one semester to distinguish their position from other viewpoints on the thesis topic. Students will also prepare an outline of the thesis paper. Finally, students will begin to write the chapters of the thesis paper. (**NOTE:** This course is offered exclusively online).

Business Administration

BUA5010 Managerial Leadership 4 cr

Leadership is a key competency for today's competitive business. This course provides a foundational overview of predominant leadership theories and the impact of those theories on organizational management from both Christian and secular perspectives. Students will provide critical analyses of contemporary approaches to organizational leadership and management in the context of structure, organizational culture, and organizational change.

BUA5110 Strategic Technology 2 cr

This course is designed to help the student develop techniques and methods for making strategic decisions on technology innovation in light of an organization's business needs. Topics include identifying technology; interacting with customers and suppliers; projecting future growth of the organization; the impact of innovation through the Internet, e-Commerce and m-Commerce on the traditional business model; and the effect of technology on employees and on a manager's ability to make ethical choices. (**NOTE:** This course is offered exclusively online).

BUA5210 Legal Aspects of Business 2 cr

Businesses must be aware of the legal boundaries within which they operate. A business with high ethical standards needs to comply with the letter and the spirit of the law. This course analyzes the predominant bodies of law that guide the firm. Augmented with legal precedents, four principal areas of law are examined: operating laws (fair business competition, consumer protection, and employee protection), contract laws, intellectual property laws, and bankruptcy laws. Students are challenged to examine the spirit of these laws and determine the ethical boundaries that will govern their relationship with and respect for the legal aspects of business. (**NOTE:** This course is offered exclusively online).

BUA5220 Human Resource Leadership 2 cr

Examines the role of the human resource management as a strategic component in managing and developing today's organizations. This course provides a strategic overview of the key concepts and principles of each human resource function, along with their practical implications for organizational effectiveness in various types of organizations. Key functions such as recruitment, selection, development, appraisal, retention, compensation, and labor relations are examined. Implications of current issues such as diversity training, total rewards, and employee engagement are analyzed. (**NOTE:** This course is offered exclusively online).

BUA5314 Applied Economics 4 cr

This course applies the fundamentals of economics and supply and demand, reviewing data such as GDP, growth, employment and inflation, and emphasizing the practical applications of this information. Students will also understand the roles of marginal analysis in organizational decisions. The key roles of legal structures, pricing, elasticity, costs, revenues, and long-term return on investment and efficiencies will be the tools used to aid in planning and analysis. Students will apply research and comparative analysis skills to understand the conflicts inherent with fiscal, monetary, supply-side, expectations, and behavioral economic policies. The roles of government, the Federal Reserve System, public policy, and the free market will be analyzed and discussed in relation to causes and solutions to recessions and growth. Global economic topics include trade policy, export/import dynamics, and the understanding of trade flows and currency valuation. Students will apply course content to the real-world problem of assisting underdeveloped nations to rise above levels of poverty and inefficiencies. Discussions and analysis of economic forces and results will include a Christian perspective.

BUA5420 Business Leadership Ethics 4 cr

This course provides a well-rounded comprehensive study of industry and personal ethical dilemmas, integrating biblical principles and perspectives. Using industry case studies, students will engage in background research, alternative analyses comparisons, consequence evaluation, faith integration, and decision justifications. Additional topics include business and personal ethics integration, personal and business ethical leadership, biblical short/long-term consequences evaluations, profit/loss implications, and senior management implementation considerations.

BUA5510 Marketing for Managers 4 cr

This course focuses on the application of marketing theory to actual daily business marketing situations. Topics include graduate level market segmentation; targeting, positioning, distribution of goods and services; the relationship between price and demand; brand management; and marketing plans and strategy. The Harvard Case study method is used, in which students will analyze causal factors of complex marketing problems, hypothesize alternative courses of action, and determine a set of recommendations.

BUA5620 Data Analysis and Decision Making 2 cr

This course is designed to equip organizational leaders to make use of qualitative and quantitative data analysis for effective decision making within various types of organizations. Students explore and practice the use of quantitative techniques, such as simple and higher level statistics, probability, investment analysis, and financial statement trend analysis. These techniques and the presentation of results are applied in real-world business situations through business cases.

BUA5710 Financial Accounting 4 cr

In this course, students will be exposed to comprehensive financial statement analysis and valuation framework that combines strategy, financial reporting, financial analysis and valuation. For their final projects, students will perform a comprehensive review, analysis, and valuation of an organization's financial statement. They will evaluate the managerial decisions underlying various ratios and trends and provide strategic recommendations and forecasts that will lead to optimized future financial performance.

BUA5712 Managerial Accounting 4 cr

(PQ: C or better in BUA5710) While financial accounting reports a firm's performance to external stakeholders, internal managers require a deeper quantification of performance to measure results and direct needed improvement. This course is designed to give students an understanding of how a firm's financial performance is the result of internal performance and the measure thereof, including cost, margin, and investment. Particular attention is given to cost allocation including Activity-Based-Costing, contribution margin analysis, budgeting, and performance evaluation. Ethical aspects of managerial accounting are examined throughout the course. (**NOTE:** This course is offered exclusively online).

BUA5720 Managerial Finance 2 cr

(PQ: C or better in BUA5710) This course is a study of the economic and financial structures of firms, their impact on the financial and operational requirements of firms, and effective decision making using financial data. Topics include financial environment, stock and bond valuation, time value of money, capital budgeting, risk and rate of return, analysis of financial statements, project cash flows, cost of capital, financial planning, working capital policy, and managing short-term assets and liabilities.

BUA5730 Investments and Corporate Finance 4 cr

(PQ: C or better in BUA5720) This course examines the investment arena from two perspectives: (1) an investor seeking a return from debt, private equity, or public equity and (2) an analyst evaluating the short and long-term value of investment instruments. The risk-reward relationships of these instruments are compared, and students use various tools to assess risk-reward. Special attention is given to portfolio theory, emerging investment instruments, and current events in investing. (**NOTE:** This course is offered exclusively online).

BUA5810 Strategic Management 4 cr

(PQ: C or better in BUA5710 and BUA5720) This course is designed to place the student in the senior leadership team of a company to address strategic challenges and plan how to overcome them. Students will engage in several approaches that companies use to develop strategies to achieve a competitive advantage and deliver above average returns.

Data Analytics**DAL5625 Business Statistics and Analytics 4 cr**

(PQ: C or better in BUA5620) This course will expose students to business statistics, the interpretation of data and results, and the ability to plan and execute statistical tests. Emphasis will be placed on applying the appropriate parameter and non-parametric analysis methods to investigate, test, and summarize data into business intelligence. The course will introduce business case materials, data discovery projects, analysis methods, and best practices in presenting technical results. (**NOTE:** This course requires a \$200 fee and is offered exclusively online).

DAL5635 Trends in Data Analytics 2 cr
 (PQ: C or better in BUA5620) This course explores the topics of using analytics to identify fraud and data visualization applications. The fraud topic will address identifying patterns, trends, and scenarios under which fraud may take place. Fraud and security analytics play an important role in integrating data and various sources, and public records will be integrated into a model. The data visualization topic will introduce students to the key skill that data scientists/analysts have in developing technical reports that turn basic information into a compelling story. Tableau will be used to explore data; develop tables, charts, and graphs; and compile and organizing information into visualizing interactive dashboards. The task of knowledge discovery is then outlined as a higher-level for business applications, statistics, and some modeling. Familiarity with statistics, modeling techniques, and using business data is expected. (**NOTE:** This course requires a \$200 fee and is offered exclusively online).

DAL5655 Data Mining for Business Analytics 4 cr
 (PQ: C or better in BUA5620) The aim of this course is to develop modeling techniques to go beyond basic descriptive statistics and introduce students to a variety of methods that are informative and technically advanced and provide learners with the knowledge, skills, and abilities necessary to examine data in a variety of applications and settings. The course will provide a theoretical background but the primary focus will be on the application of data mining algorithms. Data mining algorithms techniques will include logistic regression, decision trees (Bootstrap Forests and Boosted Tree), artificial neural networks, deep neural networks, ensemble models, principal component analysis, and explore machine learning and artificial intelligence applications. Course materials will encompass a wide selection of industries, and students will be introduced to leading commercial analytical software tools that include JMP, SAS Studio, Tableau, and BayesiaLab. (**NOTE:** This course requires a \$200 fee and is offered exclusively online).

DAL5675 Forecasting Economic Principles and Applications 4 cr
 (PQ: C or better in BUA5620) This course will present a comprehensive overview to time series forecasting models, interpretations, and methods to assess model accuracy, comparisons, and understand when models decay. Students will be introduced to a vast array of industry and organizational data to highlight applications and real business case situations. Course materials will focus on documenting and the development of effective technical/applied presentations. Students will use leading commercial analytical software tools that include JMP, SAS Studio, Tableau, and BayesiaLab. (**NOTE:** This course requires a \$200 fee and is offered exclusively online).

Education

EDU5200 Worldview Perspectives on Professional Issues 3 cr
 This course provides a foundation for students to examine professional issues through the lens of biblical and other worldview perspectives. Knowledge (truth) claims held by particular worldviews will be explored. Students will employ critical thinking strategies to identify, explore, and contextualize professional issues within their area of specialization.

EDU5211 Content in the Field 3 cr
 (PQ: C or better in EDU5200) This course examines historical perspectives, current effective practices, and future trends in education. Following an overview of frameworks that have been used to inform teaching and learning practices, students will consider issues related to, and the impact of, these perspectives, practices, and trends. Students will then engage in focused study of the historical perspectives, current effective practices, and future trends in education specifically related to their identified area of specialization.

EDU5220 Foundations of Educational Research 3 cr
 (PQ: C or better in EDU5200) This course is an introduction to the foundations of research. After initially discussing the nature and roles of research, the majority of the course will involve increasing student awareness of the foundations, elements, and practical application of findings from quantitative, qualitative, mixed methods, and action research.

EDU5230 Theoretical Principles and Applications for Learning and Teaching 3 cr
 (PQ: C or better in EDU5200) This course provides a strong foundation for understanding learning theory and its implications for curriculum design, instruction, and assessment. A historical perspective on learning theory as well as recent research is explored. Special emphasis is placed on the application of the theory to educational practice.

EDU5242 Organizational Models of the Field 3 cr
 (PQ: C or better in EDU5200) This course examines organizational models of the field, how these models are chosen, and how they inform our current practice. Attention is given to the philosophies that guide organizational models and how such philosophies inform, support, and challenge direction in the field. Emphasis is also placed on the research, policy, and outcomes of particular organizational models related to the student's identified area of specialization.

EDU5250 Educational Statistics: Collecting and Using Data for Educational Decisions 3 cr
 (PQ: C or better in EDU5200) This course develops a knowledge base of educational statistics necessary for understanding research methods as well as assessment and evaluation in educational contexts. The alignment of curriculum, instruction, and assessment is explored with an emphasis on applying methodologies and tools which support this alignment. The use of data to inform research and/or instructional decisions, to monitor progress, and to improve practice is discussed with an emphasis on applications to the student's identified area of specialization.

EDU5263 Assessment in the Field 3 cr
 (PQ: C or better in EDU5200) Students will examine organizing frameworks for effective assessment practices and consider assessment models of self and professional progress, as well as assessment of students/clients. Assessment of educational programs will also be examined. Following an overview of assessment models and the educational objectives and research that inform them, students will engage in focused study of assessment of self and professional progress, assessment of students/clients, and assessment of programs specifically related to their identified area of specialization.

EDU5270 Learners and Learning in Diverse Communities 3 cr
 (PQ: C or better in EDU5200) This course explores learning theories that guide student learning in today's diverse educational environments. Research-based practices are presented and discussed. Differentiated Learning and Universal Design models are explored with an emphasis on developing teacher competency in designing instruction responsive to the learning needs of all students.

EDU5280 Instructional Media and Technology 3 cr
 (PQ: C or better in EDU5200) This course surveys emerging media and technology for teaching and learning. It prepares students to effectively integrate media and technology for engaging their learners and improving instructional practice.

EDU6855 Capstone Project 3 cr
 (PQ: C or better in all program courses) This is the final course in the MAED program. Students complete and present an approved capstone project that focuses upon a topic from their area of specialization. The project may take a variety of forms including a research thesis or journal article, policy paper, comprehensive literature review, curriculum, instruction, multimedia products, learning object(s), evaluation report, computer program, or a computer application. Students must demonstrate effective oral and written communication, use of technology, integration of worldview concepts and educational decision making, critical thinking, and an in-depth understanding of the topic and area of specialization in the project and final presentation.

History

HIS5019 History of Christianity 4 cr
 In this course, students will survey the history of the church from its birth in the first century AD to its current manifestations in the 21st century. Attention will be given to the people and events that contributed to the growth and development of Christianity.

Human Services

HMS5110 Worldview, Leadership, and Human Services 3 cr
 This course examines the biblical foundations for leadership in the human services. Various leadership styles are examined in the light of biblical principles. Attention is given to team building and staff development.

HMS5112 Human Services Foundations and Systems 3 cr
 This course is an overview of the field of human services, focusing upon administrative and management skills and abilities needed to be successful. Attention is given to the role of community support, case management, crisis intervention, and psycho-social rehabilitation best practices to meet the demands for community-based outreach, prevention, and treatment programs.

HMS5114 Theories of Human Development 3 cr
 This course is an overview of the major theories of human development with specific application to the human services. Taking a lifespan perspective and ecological systems approach will enable students to evaluate the importance of developmental stages and tasks. These approaches will also facilitate addressing issues which are the focus of human service interventions.

HMS5210 Research Methods and Human Services 3 cr
 (PQ: C or better in all program courses except HMS5855) This course reviews experimental and non-experimental approaches for conducting program evaluation. Students evaluate human service research and design a research project to evaluate a human service program. Quantitative and qualitative data analysis methods are introduced. (**NOTE:** This course is offered exclusively online).

HMS5220 Ethics and Legal Issues in Human Services 3 cr
 This course examines ethical and legal issues in human service settings. Attention is given to several professional human services organizations' codes of ethics, including the American Psychological Association and National Association of Social Workers. Case studies are used to apply legal and ethical principles.

HMS5230 Multicultural/Diversity Issues in Human Services 3 cr
 This course reviews the roles of gender, race, ethnicity, cultural background, and various personal challenges in providing human service intervention. Attention is given to the different needs and services that may be required by various clients. Students consider the interaction of their own characteristics and how these might impact their ability to deal with individual differences and clients from diverse backgrounds.

HMS5240 Interviewing and Assessment Skills 3 cr
 This course reviews and expands skills needed for interacting with clients and acquiring basic information. Attention is given to the application of information for making appropriate assessments.

HMS5310 Family Studies and Education 3 cr
 This course examines the impact of various stressors (e.g., resource management, work/family balance, children, aging parents) and societal changes on family life. Attention is given to the role of the family life educator in assisting families to identify effective coping mechanisms and healthy problem solving strategies.

HMS5314 Parent Education 3 cr
 This course examines parent-child styles of interaction and how various styles impact development across the life span. Attention is given to parenting as a process and styles that are informed by and supportive of development.

HMS5316 Marriage and Family Dynamics 3 cr
 This course examines the nature of marriage and family dynamics from a systems perspective. Sexuality and the role of marital quality upon the family unit are considered. Biblical principles for developing positive marriage and family dynamics are addressed.

HMS5318 Intervention Strategies with Families 3 cr
 This course is an examination of effective methods for addressing problems within families. Forms of neglect and abuse are examined and crisis intervention techniques are also considered. Case studies are used to apply interventions from a Christian worldview.

HMS5841 Graduate Research Practicum 1–4 cr
 Students identify an empirical research topic, conduct a literature review, develop a methodology, obtain IRB approval, and collect and analyze data. Experimental or non-experimental methods may be used depending upon the purpose of the research. Students will complete a research report based on their findings. (**NOTE:** This practicum can be repeated for a maximum of 4 credits total).

HMS5855 Capstone Project 3 cr
 (PQ: C or better in all program courses) Students complete their research/evaluation project begun in *HMS5210*. The capstone project concentrates on inferential data analysis methods and prepares students to analyze data collected using statistical software. Conclusions and recommendations are finalized and added to the previous sections begun in *HMS5210*. (**NOTE:** This course is offered exclusively online).

Leadership

LDR5100 Personal Growth for Effective Leadership 3 cr
 Examines theories of leadership style and the personal and spiritual dimensions of leadership that are related to effectiveness. Emphasis is placed on the identification and development of personal and spiritual disciplines. Attention is given to methods for assessing and analyzing personal strengths and weaknesses of leaders and assisting others in developing leadership qualities.

LDR5200 Strategic Leadership 3 cr
 Investigates the theories related to the use of mission and vision statements using strategic planning in relation to an organization's purposes and goals. Processes and frameworks for developing and executing strategic planning are examined as well as the problems and concerns associated with implementation of a planning process. This course helps students to understand the place and role of leadership in creating and implementing a strategic plan.

LDR5202 Effective Communication and Leadership 3 cr
 Examines the dynamic role of communication in creating a productive, quality organization. The responsibility of leadership in helping to maintain an effective system of internal and external communication is considered. Subjects include these dynamics of organizational life: organizational culture and climate, internal communication to build morale, communication with the external environment, direction and effectiveness of communication flow, methods of decision making and communicating effectively in groups and teams. Attention will also be given to communication diagnosis through a communication audit.

LDR5300 Applied Research Methods 3 cr
 (PQ: C or better in all program courses except LDR5855) This course focuses on research strategies for investigating organizational problems and on methods for performing research and analysis. Relevant research design and statistical concepts are also introduced as they pertain to data gathering and analysis that will be performed as part of the capstone project. (**NOTE:** This course is offered exclusively online).

LDR5304 Leading in the Knowledge Economy 3 cr
 Students learn to lead in a knowledge economy in which knowledge and information are considered the most valuable assets. The course investigates methods for building leadership throughout all levels of an organization, achieving better results through knowledge management and teamwork, harnessing current and emerging technologies to manage global information, spurring innovation, and leading an organization that can effectively perform while maintaining the flexibility to change.

LDR5306 Leading for Organizational Success 3 cr
 This course focuses on methods for building healthy, functioning global organizations through processes that leverage organizational strengths and effective communication. Students will learn leadership methods that promote trust, integrity, reliability, fairness, caring, competence, loyalty, open communications, and ethical behavior. Students will investigate the quantifiable value of these organizational assets.

LDR5308 Leading Organizational Change 3 cr
 Students learn the tools used to implement change more smoothly as they develop an understanding of how change is initiated, nurtured, and managed in an organization. This course emphasizes the importance of communication in a leader's creating and casting a vision for the organization, choosing and exercising the appropriate leadership style, using power and authority within the organization, motivating organization members, and creating the organizational culture that is desired. The biblical role of a leader in conflict resolution is also explored.

LDR5855 Capstone Project 3 cr
 (PQ: C or better in all program courses) This course provides students the opportunity to add data analysis/results and recommendation/conclusion sections to the proposal that was started in *LDR5300* to complete the Capstone Project. (**NOTE:** This course is offered exclusively online).

Ministry

MIN5210 Leading and Organizing Ministry 4 cr
 This course considers the leadership development of the whole person: knowledge, character, and skill. Practice of leadership and management for the church and for Christian nonprofit organizations will be studied. Students will examine God's vision for their lives, leading and organizing a ministry to accomplish a mission, and how to develop leaders who equip other leaders.

MIN5310 Pastoral Ministries 4 cr
 This course examines the theological foundations and practice of pastoral ministry. Consideration is given to personal discipleship, pastoral care, biblical counseling, the ordinances, relational skills, and leading a healthy church.

MIN5410 Ministries of Word and Worship 4 cr
 This course will focus on the public delivery of God's Word and on the creation and leadership of corporate worship.

MIN5510 Ministry Relationships 2 cr
 This course examines the servant leader's relationship with God, self, family, and others. Special attention is given to issues of personal accountability, life margins, practicing the presence of God, and balancing family and ministry.

MIN5610 Ministering Culturally and Globally 2 cr
 This course prepares students to investigate social and cultural contexts in order to communicate and minister effectively in a diverse and globalized society. This course also applies theological and philosophical principles related to the global and local mission of the church.

MIN5710 Religious Heritage and Church Polity 2 cr

This course examines the relationship between the mission of the church, religious heritage, and church polity. Students investigate ecclesial traditions with which they are closely affiliated in order to understand the influence of theological distinctives and ecclesial structure on contemporary church practice.

MIN5993 Graduate Internship I 1 cr

(PQ: C or better in 18 applicable M.Div. credits) Students complete at least 50 hours of ministry field experience during the course of one semester. Through a process of practice and reflection, students evaluate their learning goals, personal growth, and overall growth as a ministry leader. A primary goal of the course is to test your vocational calling through field experience. (**NOTE:** This course is offered exclusively online).

MIN5994 Graduate Internship II 1 cr

(PQ: C or better in MIN5993) Students complete at least 50 hours of ministry field experience during the course of one semester. Through a process of practice and reflection, students evaluate their learning goals, personal growth, and overall growth as a ministry leader. A primary goal of the course is to further refine one's vocational calling. (**NOTE:** This course is offered exclusively online).

MIN5995 Graduate Capstone Project I 2 cr

(PQ: C or better in MIN5994 and 48 applicable M.Div. credits) Students complete a supervised ministry experience or a practical ministry project that is designed in consultation with a mentor during the course of one semester. Through a process of practice and reflection, students evaluate their learning goals, personal growth, and overall growth as a ministry leader. A primary goal of the course is to complete a self-awareness in ministry project. (**NOTE:** This course is offered exclusively online).

MIN5996 Graduate Capstone Project II 2 cr

(PQ: C or better in MIN5995) Students complete a supervised ministry experience or a practical ministry project that is designed in consultation with a mentor during the course of one semester. Through a process of practice and reflection, students evaluate their learning goals, personal growth, and overall growth as a ministry leader. A primary goal of the course is to develop a plan for life-long learning. (**NOTE:** This course is offered exclusively online).

MIN5999 Clinical Pastoral Education 1–3 cr

Students complete one unit of Clinical Pastoral Education (CPE) at an accredited CPE center. Students independently apply and are accepted into a qualified CPE program to complete the 400-hour supervised experience (usually in a hospital). A passing grade will be assigned once a notarized copy of the ACPE Certificate of Completion has been received. (**NOTE:** This course can be repeated for a maximum of 12 credits total; CPE center fees may be assessed for participation in addition to the tuition paid to Northwestern for assigned credits).

Philosophy**PHI5310 Ethics 2 cr**

An overview of approaches to ethics, including major theories of obligation and a Christian approach to morality. Special attention will be given to issues in applied ethics and contemporary society.