

Degree Completion Program

Mr. Wayne A. Dell, Director

The Center for Professional Studies program is designed to meet the needs of today's working adult learner. We understand the value, reward and challenge of completing your degree and have made every effort to make this pursuit as practical and convenient as possible. By design, the program is a compressed course of study and your class will meet for instruction only one evening a week for four hours, 6:00 – 10:00 p.m. You will learn in an interactive teaching/learning format conducive to the adult learning style.

The Center for Professional Studies offers a fully accredited bachelor degree in four various majors. The degree completion program can be completed in as little as 20 months, depending upon the major course of study selected and sufficient transfer units.

The major program is open to adults 25 and older who have a testimony of personal faith in Jesus Christ, a grade point average of 2.0 or better in all prior academic work from an accredited college, and an ability to write at the collegiate level.

At the Center for Professional Studies, you will be going through the program as a cohort, allowing you to work on one class at a time and enabling you to meet with the same classmates throughout the entire program. This provides an excellent opportunity for encouragement, support, accountability, camaraderie and lasting relationships while at the same time moving toward completion of your educational goals.

The classes at the Center for Professional Studies are kept small (typically 12-18 students), allowing for personalized attention. We believe that personalized discipleship enhances spiritual maturity and that personalized scholarship encourages the pursuit of individual academic excellence, as unto the Lord.

Admissions

The Master's College welcomes applications from all individuals who have a testimony of personal faith in Jesus Christ as Lord and Savior. The college is committed to a policy of non-discrimination on

the basis of ethnic origin or sex in its admission policies.

Admission Requirements

- Statement of Faith
- Minimum age of 25
- Sixteen (16) transferable units with a grade of "C" or better
- Ability to study and write at the collegiate level
- Completion of application forms and payment of the \$35 application fee

Application Process

To be considered for admission, the applicant should follow these steps:

1. Call to schedule an appointment with an enrollment counselor.
2. Complete and submit an application with the \$35 application fee.
3. Request official transcripts from all colleges or universities attended.
4. Distribute reference forms to appropriate individuals—Christian leader reference and personal reference.
5. Complete Financial Aid forms.

Once the application has been processed, notification of applicant's status will be provided in writing. A \$100 Registration Fee will be required upon entrance into the program. This fee reserves the student's place in their requested program.

International Students

The F-1 visa requires the CPS student to enroll in full-time studies for each semester. A full-time student in the CPS program is defined as a registered adult over the age of 25 who meets each of the following criteria:

1. Matriculates twelve (12) or more units per semester with no more than three (3) units taken as directed study or video instruction per semester counting toward the minimum of 12 units.
2. Enrolled in twelve (12) or more units for at least

**Applicants with low units should contact an enrollment counselor regarding the Degree Completion Program General Education School.*

two of the three semesters per 12 month period.

3. Matriculates twenty-four (24) or more units per 12 month period.

Please note that a student may choose not to enroll in classes for one out of three semesters during a 12 month period without losing full-time status if they contract to return to CPS the following semester as a full-time student.

Failure to meet the above criteria will result in losing full-time student status and necessitate standard procedures for reinstatement.

Assessment

During enrollment in the Center for Professional Studies Degree Completion Program, students are required to do a considerable amount of writing, which must be done in accordance with college standards. Saturday morning workshops are offered, allowing those applicants who show a need for improvement an opportunity to learn and develop required skills.

Financial Aid

It is our hope that you would not let your thoughts about financing your college education prevent you from returning to college until you have familiarized yourself with the various options for making your Christian education affordable. Over the years we have assisted a great number of students in finding ways to finance their college education. Simply contact one of our enrollment counselors to learn about the possibilities for funding your college education.

Preparing for college does require advanced planning, especially in the area of faithful financial stewardship. The following are among the options that may be available to you depending on your qualifications:

1. Federal Pell Grants
2. Federal Family Educational Loan Program
3. Veterans Benefits
4. Employer Tuition Reimbursement

Any student wishing to apply for financial assistance in the Degree Completion Program should contact an enrollment counselor who will provide all

necessary applications and counseling to complete the application.

Degree Completion Majors

The Center for Professional Studies offers four major courses of study in addition to its School of General Education. Students may earn a Bachelor of Arts degree in Biblical Counseling, Christian Ministries, Liberal Studies, or Organizational Management.

Bachelor of Arts in Biblical Counseling

The Bachelor of Arts in Biblical Counseling program is based on the belief that the Holy Scripture, being God's law and testimony, is true and should serve as the authoritative standard for the counseling of all soul problems. No authority is higher than the Word of God. Inspired and inerrant, it is sufficient for understanding and resolving life's nonphysical, personal and interpersonal difficulties.

Biblical Counseling classes emphasize practice that combines counseling skills with the biblical foundation on which these skills are based. Counseling skills are refined through practicum courses. Class work and outside assignments are designed to give students the ability to implement their knowledge and skills immediately, not only in their personal lives, but also in ministry.

Recognized by the National Association of Nouthetic Counselors (NANC), the BABC degree is far more than a purely academic approach to counseling. Students are taught to understand and apply God's Word with skill, integrity, authority and compassion. Ultimately, students not only have a degree in hand, but skills they can put to work wherever their career or ministry takes them.

BIBLICAL COUNSELING MAJOR REQUIREMENTS

BIB300	Introduction to Biblical Counseling	3
BIB311	Theological Basis of Counseling.....	3
BIB316	Introduction to Psychology	3
BIB321	Christian Theology.....	4
BIB330	Methods of Biblical Change.....	3
BIB332	Marriage & Family Counseling.....	3

BIB362	Biblical Conflict Resolution	2
BIB399	Counseling & Proverbs.....	2
BIB421	Problems & Procedures I.....	3
BIB422	Problems & Procedures II.....	2
BIB431	Counseling Practicum I.....	2
BIB432	Counseling Practicum II	2
BIB441	Counseling & Youth.....	2
BIB450	Bibliology & Hermeneutics	4
BIB455	Counseling, Discipleship & Local Church ..	2

Total units required for major 40

Bachelor of Arts in Christian Ministries

The Bachelor of Arts in Christian Ministries has been designed to provide Christian adults with an in-depth understanding of the Word of God and help them acquire valuable ministry skills and tools while in the process of completing their bachelor's degree. For men and women currently involved in Christian ministry, the program provides immediate applicable knowledge and ministry-enhancing practical skills. For those considering entering or progressing in formal ministry or full time Christian work, this program provides rich insights into the character of God and helps individuals develop the personal and spiritual disciplines necessary to become an effective servant of Christ. The well-balanced curriculum features a comprehensive overview of both the Old and New Testament Scriptures, as well as an in-depth examination of the major theological foundations of the Christian church.

The purpose in presenting this study program is to see the student grow in his/her faith in the Lord Jesus Christ, in the knowledge of God's Word, and in ministry for the furthering of God's Kingdom.

CHRISTIAN MINISTRIES MAJOR REQUIREMENTS

BIB302	Ministry Symposium	2
BIB345	Bibliology & Hermeneutics	4
BIB347	Expositional Research.....	2
BIB349	Dynamics of Grace.....	4
BIB363	Christian Worldview.....	4
BIB383	God, Christ, Holy Spirit, Angels	4
BIB384	Man, Sin, Salvation, Church.....	4
BIB385	Church History	4

BIB481	Christian Education	2
BIB482	Biblical Counseling.....	4
BIB483	Missions	2
BIB486	Contemporary Issues in Church Ministry ..	4

Total units required for major 40

Bachelor of Arts in Liberal Studies

The Bachelor of Arts degree in Liberal Studies was developed to accommodate the Christian who desires to acquire a wide range of skills that open opportunities in a variety of career and professional fields. Its purpose is to equip the Christian student for effective service within the public or private sector.

This innovative degree option is beneficial to students for a career in education and to provide preparation for those who desire to pursue the California Subject Examinations for Teachers: Multiple Subject Examination. Our Liberal Studies degree represents an optimum liberal arts curriculum. This interdisciplinary major presents an excellent alternative for those who are pursuing a broad based curriculum in preparation for entering graduate school. The student will receive a Christian worldview education that will permeate their philosophy and practice of education.

LIBERAL STUDIES MAJOR REQUIREMENTS

BIB305	Traditions & Transitions.....	3
BCW400	Christian World View.....	3
BTH321	Christian Theology I.....	3
C391	Intercultural Communications.....	3
E334	The Short Story	3
E477	C.S. Lewis.....	3
E497	Advanced Writing Development.....	4
H391	Development of Christian Western Thought.....	3
HU479	Arts in Culture; Music, Film, Art.....	3
POL455	Christian Political Thought.....	3
PS328	Oceanography	4
PS338	Astronomy.....	4
SS381	Cultural Geography.....	3

Total units required for major 42

Bachelor of Arts in Organizational Management

The Bachelor of Arts in Organizational Management is designed to equip Christian adults with valuable management skills and tools while in the process of completing their bachelor's degree. For individuals currently involved in a business or organizational setting, the program provides immediate applicable knowledge and performance enhancing, practical skills. For those entering the vast arena of business and organizational settings, the program helps develop the personal and spiritual disciplines necessary to become an effective leader.

The curriculum is organized so that the courses offered in the first semester provide a basic understanding of the management field, the communication tools necessary to succeed and the framework for the Christian in the workplace. The second semester addresses specific dimensions in the field of management. For each of the courses, the educational process emphasizes the participative or inductive teaching style set in a Christian environment to achieve learning built upon the significant experience which the students bring to the classroom.

ORGANIZATIONAL MANAGEMENT MAJOR REQUIREMENTS

BIB301	Biblical Business Thinking & the Christian Worldview.....	2
BIB453	Biblical Ethics in the World of Business	4
MGT335	Organizational Communication.....	6
MGT345	Business Law	3
MGT409	Leadership Principles & Strategic Management.....	3
MGT411	Organizational Management.....	4
MGT413	Human Resource Management.....	3
MGT425	Strategic Marketing in a Global Setting.....	5
MGT435	Financial & Managerial Accounting.....	4
MGT430	Technology & Organizational Decision-Making.....	2
MGT461	Management Project.....	4
	<i>Total units required for major.....</i>	<i>40</i>

General Education

General Education Completion Options:

Recognizing that the Center for Professional Studies (CPS) serves a non-traditional student body with responsibilities that make traditional day classes difficult to schedule, steps have been taken to make completion of General Education requirements more convenient for the adult student. Those options are listed below. For Online General Education options, please refer to the section in the college catalog regarding "TMC Online."

School of General Education

The CPS School of General Education serves as a bridge to the Degree Completion Program for those adults with minimal college units. By enrolling in the School of General Education, these students can earn units and position themselves as qualified applicants for the accelerated Degree Completion Program. Additionally, the School of General Education offers students in the Degree Completion Program the opportunity to fulfill their general education requirements by attending weekly compressed classes on nights other than when the major program classes are held. A Christian worldview permeates every course; instructors are uniquely gifted and qualified.

Video Courses

There a number of video courses available from The Master's College, such as U. S. History, U. S. Government, English Literature, and World History. Students may take these videos home and complete the course work on their own schedule (within CPS guidelines).

Directed/Independent Study

Students may take individually-directed courses from CPS professors. CPS professors design these courses. Assigned work is to be completed by the students on their own.

Distance Education Extension Program CLEP Testing

There are several CLEP tests that can be administered by Career Services at The Master's College. Passing these tests provides college-level credit in such courses as English Composition, Introduction to

Psychology, Chemistry and many others.

Post Session

These courses, which are held both during the day and evening, are standard college classes which are compressed into an intense, three-week period of time. Post Session classes are scheduled during the weeks immediately following the beginning of the traditional college summer and winter breaks.

Prior Learning Assessment (PLA)

Prior Learning Assessment is a systematic process by which students may receive academic credit at The Master's College. The college-level learning that qualifies for credit must have occurred prior to entering The Master's College, either through informal life-learning or non-credit courses.

Center for Professional Studies Course Offerings

COUNSELING

BIB300 Introduction to Biblical Counseling (3)

A general introduction to basic concepts and distinctive features of biblical counseling. Students will discuss what biblical counseling is and what it involves, the role of the counselor, different types of counseling that are needed, the place of counseling in the ministry of the church, how biblical counseling theory and practice relate to and differ from some of the more common secular models/theories. The course will also involve a personal improvement project in which the student will evaluate his/her own counseling qualifications, design a plan for improving some area of his/her life, put that plan into action and then evaluate his/her progress as the course draws to a close.

BIB311 Theological Basis of Counseling (3)

A consideration of the theological realities that form the basis of a proper approach to counseling. Special emphasis is given to the nature of God and of man (fallen and unfallen), a biblical definition of the image of God, the nature of sin, the realities of regeneration and progressive sanctification, the concept of "the flesh" (old man/new man), an understanding of the heart/mind as used in Scripture, and the place of the local church in the

ministry of counseling.

BIB316 Introduction to Psychology (3)

Introduction to the various schools of psychological thought. Designed to teach students of biblical counseling how to interact with the philosophical underpinnings of psychotherapeutic theory, including secular and Christian psychologies.

BIB321 Christian Theology (4)

A survey of Christian theology in the areas of God (Theology Proper), the Bible (Bibliology), angels (Angelology)-including Satan and demons, Christ (Christology), and the Holy Spirit (Pneumatology).

BIB330 Methods of Biblical Change (3)

An overview of the counseling process presenting a comprehensive methodological model for promoting biblical change in people; the goal is to encourage biblical thinking and procedures in the process of helping people. Prerequisite: BIB300

BIB332 Marriage & Family Counseling (3)

Marriage and family problems are present in the majority of counseling cases. This course will give an overview of general marriage and family counseling issues relating to the content and process of counseling. It will then proceed to specifically deal (from a biblical perspective) with the major difficulties that trouble marriages and family experiences. Included in the course are discussions of the biblical basis and purposes of marriage, family stages, in-law problems, developing unity, husband/wife roles and responsibilities, correcting communication problems, why conflicts arise and how to resolve them.

BIB362 Biblical Conflict Resolution (2)

This course is designed to help the student think biblically about conflict and how to respond to life's conflicts in a way that glorifies the Lord (I Cor. 10:31). In particular, the student will be taught a model and a plan for how to think about struggles in relationships and evaluate their own typical patterns of response. These principles apply to business and the church, but there will be a special focus on handling marriage difficulties.

BIB399 Counseling & Proverbs (2)

This course is an expositional study of Proverbs with special emphasis on its relevance to counseling.

BIB421 Problems & Procedures I (3)

These courses are designed to apply the biblical principles taught in the Methods of Biblical Change course (BIB330) to a range of specific counseling problems. Topics discussed include anger, fear, depression, sexual deviancy, anxiety, eating disorders, decision making, one's past, self-concept, various syndromes, ADHD, and crisis counseling. *Prerequisite: BIB300, BIB330.*

BIB422 Problems & Procedures II (2)

These courses are designed to apply the biblical principles taught in the Methods of Biblical Change course (BIB330) to a range of specific counseling problems. During the second semester of this course, each student will be part of a team that will develop and present to the class a detailed biblical counseling outline for a teacher-approved counseling problem. *Prerequisite: BIB300, BIB330.*

BIB431 Counseling Practicum I (2)

These courses are designed to consider the practical application of the principles of biblical counseling and the various methodological aspects of the counseling process. These courses will include student participation in counseling as counselors, counsees, and observers. These activities will form the basis of seminar discussions where counseling will be analyzed from a biblical perspective. The goal of these courses is to help the student learn, evaluate and sharpen practical counseling skills. *Prerequisites: BIB300, BIB330.*

BIB432 Counseling Practicum II (2)

These courses are designed to consider the practical application of the principles of biblical counseling and the various methodological aspects of the counseling process. These courses will include student participation in counseling as counselors, counsees, and observers. These activities will form the basis of seminar discussions where counseling will be analyzed from a biblical perspective. The goal of these courses is to help the student learn, evaluate and sharpen practical counseling skills. *Prerequisites: BIB300, BIB330.*

BIB441 Counseling & Youth (2)

This course is designed to help the student to understand the intense and frequent problems of young people. A thoroughly biblical understanding of young people and their problems, and a functional approach to counseling youth will be presented.

BIB450 Bibliology & Hermeneutics (4)

An introduction to inspiration, inerrancy and sufficiency of the Bible, as well as the science and art of Biblical interpretation. Special attention is given to the application of Scripture to counseling. Various interpretive approaches on key scriptural passages will be examined, especially as they relate to the biblical counselor and their task.

BIB455 Counseling, Discipleship & Local Church (2)

Emphasizes the Scriptural truth that the local church is the primary means by which God accomplishes His work in the world. Students will learn why the church is the best environment for counseling and the role counseling plays in supporting the discipleship ministry of the local church.

CHRISTIAN MINISTRIES**BIB302 Ministry Symposium (2)**

This course begins with a focus upon the tools and techniques for the adult learner. Critical skills for those transitioning into adult education such as time management, goal setting, reading improvement, goal setting, and study principles are examined. A brief foundation is laid for use of current technology in the classroom. This is followed by a discussion of three elements essential to ministry: a high view of God, a high view of God's Word, and a high view of the Church. Each of these theological components establishes the necessary foundation for building a philosophy of ministry.

BIB345 Bibliology and Hermeneutics (4)

The various hermeneutical systems demonstrating the soundness and superiority of the historical-grammatical approach to biblical interpretation are discussed. In addition, the doctrine of Bibliology and its foundational relationship to all of theology and ministry is presented. Finally, practical considerations in the study of God's Word are reviewed.

BIB347 Expository Research (2)

The student will be introduced to the methods of biblical

and theological research in terms of traditional library methods as well as various computer and on-line systems.

BIB349 Dynamics of Grace (3)

The course will examine why the Gospel is the energizing truth that drives the believer's sanctification. In-depth attention will be paid to the spiritual discipline of ongoing faith in the Gospel ("preaching the Gospel to oneself each day"). Attention will also be given to the biblical connection between the Gospel and the believer's worship, walk, warfare, witness, oneness, and worldview. The practical theology of this course is designed especially to address the 'disconnect' which commonly exists between faith and life—between doctrine and practice.

BIB363 Christian Worldview (3)

This class will examine why biblical worldview is about Total Reality; not just about religious truth. It will equip the student to critique erroneous worldviews for the purpose of becoming effective in evangelism. The class will also examine the need for, and the methodology used in, presuppositional apologetics. It will also consider the appropriate use of Christian evidences, and their proper place in the apologetic presentation.

BIB385 Church History (4)

The final theology seminar presents an overview of church history tracing the growth and development of Christianity from the Apostolic Age to modern American Evangelism. Emphasis will be placed on the development of the major Protestant denominations and associations emerging from the different traditions of the Reformation era.

BIB383 God, Christ, Holy Spirit, Angels (4)

The first theology seminar will cover the major fields of systematic theology beginning with Prolegomenon and continuing with Cosmology, Theology Proper, Christology and Pneumatology. The areas of study will center on the biblical defense for these areas as well as an examination of classic understanding of these doctrines from church history.

BIB384 Man, Sin, Salvation, Church (4)

The second theology seminar covers the doctrinal subjects of Anthropology, Hamartiology, Soteriology, Ecclesiology, and Eschatology. In addition, a brief discussion of the various Protestant theological systems

will be included.

BIB481 Christian Education (2)

An introduction to the philosophy and process of Christian education for all age levels.

BIB482 Biblical Counseling (4)

The basic concepts and distinctive features of biblical counseling are introduced. Discussion in this course will include a description of what biblical counseling is and what it involves, the qualifications of biblical counselors, the roles of the counselor in biblical counseling and the role of the counseling in the ministry of the local church. Emphasis will be placed on the theological foundations of biblical counseling and the key aspects of progressive sanctification. In addition, practical suggestions will be given concerning the counseling process. Case studies will be utilized to enhance learning.

BIB483 Missions (2)

The biblical approach to missions and evangelism in the local church setting is presented. Examination of both local and international missions from a biblical perspective and a basic model of a local church missions program are discussed.

BIB486 Contemporary Issues in Church Ministry (4)

This course is designed to allow the student to make use of the theological material and skills acquired throughout the program. Along with short research papers in which students will interact with various issues and challenges facing the contemporary church, they will also identify and present in written form the philosophy of ministry, statement of leadership philosophy, doctrinal foundation, and curriculum strategy they would use to start a new church.

LIBERAL STUDIES

BIB305 Traditions and Transitions (3)

The tools and techniques for adult learners are the focus of this course. Critical skills for those transitioning into adult education such as becoming a master student, time management, goal setting, communication techniques, and study principles are examined.

BCW400 Christian World View (3)

A study of the application of biblical data to contemporary culture, science and the arts so as to define a Christian world view, integrating liberal arts learning with biblical truth. Beginning with issues of epistemology, the student will be exposed to the relationship between the Bible and natural science and the humanities, concluding with an emphasis upon the apologetic value of the world view to modern life.

BTH321 Christian Theology I (3)

A Survey of Christian theology in the areas of God (Theology Proper), the Bible (Bibliology), angels (Angelology), including Satan and demons, Christ (Christology) and the Holy Spirit (Pneumatology).

C391 Intercultural Communications (3)

Analysis of theories and techniques of the process of communication between persons of different cultures or subcultures. Includes the development of issues-related interpersonal communication that bridges or enables closer and more transparent communication across the cultures.

E334 The Short Story (3)

A study of short fiction from masters of the short story genre. Explores the fictional elements, techniques, themes and interpretation of representative works from classic and contemporary authors. Includes attention to the historical development of the genre.

E477 C.S. Lewis (3)

A study of the life of C.S. Lewis as viewed through the perspective of his writing, his faith, his discovery of the truth through awakening of the Spirit and the intrinsic development of his writing. Includes a thorough analysis of how Lewis's faith not only infused his writing, but helped him to become one of the great communicators and apologists of the Christian faith in later 20th century.

E497 Advanced Writing Development (4)

Advanced Writing Course emphasizing the development of thought, critical structure of thought development into coherent writing discourses. Explores grammar and usage as well as Classical Rhetoric which broadens conceptual depth and content and looks to refine stylistic and organizational repertoire in expression. Involves extensive practice in written and oral presentations.

POL455 Christian Political Thought (3)

A study of major Catholic and Protestant political ideas from Augustine and Aquinas through the Reformers. Analysis stresses comparison of each with Scripture.

H391 Development of Christian Western Thought (3)

A study and analysis of the development of Western political ideas and their import on the development of Christian Western Thought including the early adoptive ages of the Puritans, the Founding Period, through the Jeffersonian era to the present. Students will learn why Western political thought and ideas were formed while the nation also matured under the authority of the Scriptures bringing order to bear on a lawless new frontier and society.

HU479 Arts in Culture; Music, Film, Art (3)

This course surveys the major periods, media, and styles of art, music, and film. A major goal is to establish historical and cultural aspects of the medium of the three perspectives of the visual and performing arts. Students will examine the connections to the worldview expressions of artists, musicians, and film makers.

PS328 Oceanography (4)

The biological, chemical, physical, and geological aspects of the world's major oceans are studied. Particular attention is paid to the Southern California coastline. The laboratory consists of field studies and laboratory analyses and evaluations. Prerequisites: LS140 or LS 251 and upper division status. (Lab fee \$55)

PS338 Astronomy (4)

Methods of measurement and observation in astronomy are studied from a historical perspective. The solar, stellar and galactic systems are studied in detail accompanied by observations. Various cosmological viewpoints and their underlying assumptions are presented.

SS381 Cultural Geography (3)

An examination of human geography, including worldwide patterns and developments concerning demographics, race, language, religion, industrialization, urbanization and ecology. Locations of all the world's nations will be learned during studies of regional geography.

ORGANIZATIONAL MANAGEMENT**BIB301 Biblical Business Thinking and the Christian Worldview (2)**

This course is designed to re-introduce the student into the rigor of college life. Academic skills such as becoming a master student, time management, goal setting, and study principles are examined. The process of critical thinking and analysis as well as the concept of a Christian worldview will be covered. Identification and study of the characteristics of successful leaders and the traits they exhibit in everyday decision making responsibilities.

BIB453 Biblical Ethics in the World of Business (4)

This course discusses the current thought and application of secular situational business ethics and how it affects our society and the market place. These ethics are compared and contrasted to biblical ethical standards. This course directly instructs the Christian in practicing moral decision-making based on the Bible.

MGT335 Organizational Communication (6)

The principles of communication within an organization are presented. Effective communication methods, both oral and written, will be taught and practiced with an emphasis in using the proper communication method for any given situation.

MGT345 Business Law (3)

A study of legal theory as it applies to the everyday business world inhabited by organizational managers. The student studies the principles of business law and the legal environment including the legal process, contracts, commercial relations, business formations, and special topics such as property, environmental law, labor-management relations, and international law.

MGT409 Leadership Principles & Strategic Management (3)

Includes an introduction of both secular and biblical examples of leaders and how Christian ethics make a difference in their leadership role. The student is confronted with organizational management issues faced by a manager in today's marketplace. The course assists students in conducting strategic analyses and making strategic decisions while emphasizing the ability to defend the recommendations that are made.

MGT411 Organizational Management (4)

A study of organizational structure, its processes and associated human behavior in a constantly changing environment. Management is presented in terms of the four major functions: planning, organizing, leading, and controlling. A comparison of Organizational Behavior and biblical principles are discussed.

MGT413 Human Resource Management (3)

This course explores organizational policies and practices of recruitment and selection, change and development, compensation and benefits, safety and health, employee and labor relations, and legislation. This course will integrate the above policies with strategically helping management obtain organizational goals.

MGT425 Strategic Marketing in a Global Setting (5)

Basic marketing theory and terminology in a global environment are presented. Students will have the opportunity to analyze real-world cases, explore domestic and international situations and problems, identify and evaluate critical marketing data, and present their solutions to complex global marketing issues.

MGT430 Technology and Organizational Decision-Making (2)

This course will present an effective overview of today's complex and ever-changing technologies and assist the student/manager in the organization to frame and choose the technological tools available only as they ultimately contribute to enhancing the mission of the organization and effective decision-making by the manager.

MGT435 Financial and Managerial Accounting (4)

Financial concepts and tools for the organizational manager are presented. The objectives of the course are to study and understand the general concepts of financial and management accounting, to understand these concepts in relation to "real world" organizational activities, and to learn how to perform analytical functions essential to successful organizational management.

MGT461 Management Project (4)

This course is used to finalize preparation of the student's curriculum portfolio and to measure the student's academic achievement in the Organizational Management's subject matter. The course is designed to take knowledge learned

in the OM curriculum and construct a viable action plan that could be used for the capitalization of a small business start-up or buyout. The overall objective is that the students develop the knowledge and skills necessary to own and/or operate a small company that effectively uses biblical principles and Christian ethics that honor the Lord. This course would also be practical for students conducting an operational business plan within their existing place of employment.