



CONCORDIA
UNIVERSITY
Ann Arbor, Michigan

**2006–2007
Academic Catalog**



CONCORDIA UNIVERSITY

Ann Arbor, Michigan

2006–2007 Academic Catalog

Concordia University of necessity reserves the freedom to change without notice any programs, policies, requirements, or regulations published in this catalog. The catalog is not to be regarded as a contract. The official version of the catalog can be found on Concordia's website (<http://www.cuaa.edu>). This paper version is correct as of 8/01/06.

Current course descriptions are available on the Concordia University website:

www.cuaa.edu/catalog

How to Enroll at Concordia University–Ann Arbor

There are many ways to contact Concordia University. We suggest that you first contact the Office of Admission. The Office of Admission can supply the information you will need or direct you to the academic office of your interest.

Office of Admission

Concordia University
4090 Geddes Road
Ann Arbor, MI 48105
Tel: 1-888-CUAA-EDU
email: admission@cuaa.edu
Web: www.cuaa.edu



Concordia University–Ann Arbor (CUAA) is a member of the national Concordia University System of ten universities and colleges of the Lutheran Church–Missouri Synod and is accredited by the North Central Association of Colleges and Schools. Concordia University admits qualified students without regard to age, race, color, national or ethnic origin, gender or disability to all the rights, privileges, programs and activities made available to students. Concordia University does not discriminate contrary to law on the basis of age, race, color, national or ethnic origin, gender or disability in the administration of its educational or admission policies, scholarship and loan programs, athletic and other university-administered programs. Concordia University's Disability and Title IX Coordinator is the Executive Vice President University and Student Services, who may be contacted at 4090 Geddes Road, Ann Arbor, MI 48105 or 734-995-7472.

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Academic Calendar 2006–2007

Fall Semester: 2006

August 16–18	Wed. – Fri.	Faculty Seminar
August 26–28	Sat. – Mon.	Orientation; Registration
August 29	Tue.	Faculty-Staff-Student Day of Community Service Activities
August 30	Wed.	Classes Begin 8:00 am; Opening Service 10:45 am
September 4		Mon. Labor Day – No Classes
November 21	Tue. 10:00 pm	Thanksgiving Recess Begins
November 27	Mon. 8:00 am	Classes Resume
December 8	Fri. 4:30 pm	Last Day of Classes
December 11	Mon.	Final Exams Begin
December 13	Wed.	Study Day
December 15	Fri.	Final Exams End; Last Day of Semester

Spring Semester: 2007

January 8	Mon.	Classes Begin
January 15	Mon.	M. L. King, Jr. Day; Community Service Activities; No Day Classes Night Classes Meet
March 2	Fri. 8:00 pm	Spring Break Begins
March 12	Mon. 8:00 am	Classes Resume
April 4	Wed. 10:00 pm	Easter Break Begins
April 9	Mon. 6:00 pm	Evening Classes Resume
April 10	Tue. 8:00 am	All Classes Resume
April 27	Fri.	Last Day of Classes
April 30	Mon.	Final Exams Begin
May 2		Wed. Study Day; Evening Final Exams
May 4	Fri.	Final Exams End; Baccalaureate, 7:30 pm
May 5	Sat.	Spring Commencement, 10:00 am

May Term: 2007

Monday, May 7 – Friday, May 25

June Term: 2007

Tuesday, May 29 – Friday, June 15

Academic Calendar 2007–2008

Fall Semester: 2007

August 15–17	Wed. – Fri.	Faculty Seminar
August 25–27	Sat. – Mon.	Orientation; Registration
August 28	Tue.	Faculty-Staff-Student Day of Community Service Activities
August 29	Wed.	Classes Begin 8:00 am; Opening Service 10:45 am
September 3	Mon.	Labor Day – No Classes
November 20	Tue. 10:00 pm	Thanksgiving Recess Begins
November 26	Mon. 8:00 am	Classes Resume
December 7	Fri. 4:30 pm	Last Day of Classes
December 10	Mon.	Final Exams Begin
December 12	Wed.	Study Day
December 14	Fri.	Final Exams End; Last Day of Semester

Spring Semester: 2008

January 7	Mon.	Classes Begin
January 21	Mon.	M. L. King, Jr. Day; Community Service Activities; No Day Classes/ Night Classes Meet
February 22	Fri. 8:00 pm	Spring Break Begins
March 3	Mon. 8:00 am	Classes Resume
March 19	Wed. 10:00 pm	Easter Break Begins
March 24	Mon. 6:00 pm	Evening Classes Resume (Only)
March 25	Tue. 8:00 am	All Classes Resume
April 25	Fri.	Last Day of Classes
April 28	Mon	Final Exams Begin
April 30	Wed.	Study Day; Evening Final Exams
May 2	Fri.	Final Exams End; Baccalaureate, 7:30 pm
May 3	Sat.	Spring Commencement, 10:00 am

May Term: 2008

Monday, May 5 – Friday, May 23

June Term: 2008

Tuesday, May 27 – Friday, June 13

Concordia University–Ann Arbor

Located in the heart of Southeast Michigan, Concordia University offers an intimate, stimulating campus environment in the midst of a cosmopolitan university community with an international flair. Downtown Ann Arbor, a city of 110,000, is less than five miles from campus. Concordia is also close to several metropolitan areas and to the rest of the United States via Detroit Metro Airport, which is only 25 miles away.

Concordia students enjoy a challenging academic environment dedicated to the intellectual, social, and spiritual growth of each individual in a supportive Christian community.

History of the Campus

Concordia University stands on 187 acres overlooking the Huron River. Once a home to peoples of the Chippewa, Ottawa, Potawatomi, Huron and Miami nations, the campus is bisected by Geddes Road, formerly the Potawatomi Trail, an old Indian highway. In the spring of 1680, the French explorer LaSalle became the first European to view the campus site. The earliest settler of the land was Elnathan Botsford, one of the first residents of Ann Arbor, who arrived in 1825. In 1917, Harry Boyd Earhart purchased the property. A philanthropist, Mr. Earhart's interests focused on education, religion and charity. In the late 1950s, the Lutheran Church-Missouri Synod began a search for a site to build a college. The Earhart estate was purchased in the early 1960s and construction commenced. Concordia College, Ann Arbor was dedicated in 1963 as a junior college. That year, Concordia was granted the right to award the Associate of Arts degree by the State of Michigan. The expansion of the college to a four-year institution with the right to award the Bachelor of Arts degree was approved by the State in 1976. In 2000, the State approved the graduate program. In July 2001 the name was officially changed to Concordia University.

The University offers a variety of pre-professional programs, in addition to degree programs. These programs prepare students to enter professional schools or are for those who desire a two year course of study.

Objectives of the University

Mission and Purpose Statement

Within its distinctly Christian environment and its academic community dedicated to excellence, Concordia University serves as a liberal arts University of The Lutheran Church-Missouri Synod, preparing men and women for a life of service in the church and in the world.

Core Values

Concordia University is a Christian educational institution where the Lutheran understanding of Scripture and the Good News of Jesus Christ permeates the culture and is shared with everyone. Our primary enterprises are learning, teaching, and scholarship grounded in faith. We are a community that expresses concern and care for every individual.

Vision Statement

Concordia University will enable learners to succeed in a rapidly changing world. Concordia will be:

- committed to faith and values formation
- focused on learner-centered achievement
- populated with diverse scholars
- engaged locally and globally

Accreditations and Affiliations

Concordia University is a member of The North Central Association of Colleges and Schools. Initial accreditation of Concordia's program was granted by North Central in

1968. The expanded academic program was most recently reviewed by The North Central Association in 2001. Accreditation of the four-year program has been in effect since July 1976 and the graduate program since 1999. In addition, Concordia University is accredited by the National Council for the Accreditation of Teacher Education (NCATE). Documents are on file in the President's Office and may be reviewed by appointment.

Concordia holds membership in: the Lutheran Educational Conference of North America; the Association of Independent Colleges and Universities of Michigan; the National Association of Independent Colleges and Universities; the American Council on Education; the American Association of Collegiate Registrars and Admissions Officers; the Michigan Association of Collegiate Registrars and Admissions Officers; the American Association of Higher Education; the Michigan Association for Colleges of Teacher Education; the National Research Center for College and University Admissions; the National Association of Christian College Admissions Personnel; the Lutheran Admission Counselors of the Missouri Synod; the National Christian College Athletic Association; and the National Association of Intercollegiate Athletics.

Concordia University is a member of the Concordia University System - a consortium of the ten colleges and universities nationwide owned and operated by the Lutheran Church - Missouri Synod. When a student enrolls at one Concordia campus, he or she is also enrolled in the Concordia University System through a process called simultaneous enrollment. This provides the qualified student with the opportunity to participate in the visiting student program, which allows up to two semesters of study on another Concordia campus. In addition, students in the Concordia University System may participate in all of the computer, communication, and video technologies which allow students on one campus to participate in selected courses on other Concordia campuses.

Admission

Admission to Concordia University is based upon a wide range of criteria designed to identify a student body with integrity, high academic standards and serious educational and personal goals. True to the University's commitment to individualized education, each application receives a confidential and in-depth reading.

Admission Criteria

When making the admission decision, the Director of Admission and/or Admissions Council considers a number of factors, including special characteristics of the applicant's source of secondary education. These may include: the difficulty of the student's overall curriculum; performance in the curriculum; rank in class; recommendations; test scores; personal statement and/or interview; special abilities not reflected in the student's secondary education. In addition, recent grade trends and general contributions to the school, community and church may be considered.

General Requirements

The University requires that applicants possess a high school diploma (or GED diploma) and recommends that they have successfully completed a college preparatory curriculum that includes: four credits of English; three credits of mathematics, including two credits of algebra and one of geometry; two credits of social studies; two credits of laboratory sciences; two credits of a foreign language. (If a student has not successfully completed all of these courses, the student's application may be deferred to the Admissions Council for further review.)

All forms should be submitted to the Office of Admission. The admission application must be accompanied by a non-refundable application fee, which does not apply toward tuition. The admission forms and transcripts of credit become property of Concordia University and will not be returned or forwarded.

Admission Process for First-Year Applicants

Applications for admission are considered on a rolling basis with a completed application and an official high school transcript (sent directly from the institution to Concordia), official certification of high school equivalency, or GED diploma (General Education Development). Students must also submit test scores from either American College Testing Program (ACT) or the Scholastic Aptitude Test (SAT). The ACT is preferred. The nonrefundable application fee should accompany a submitted application for admission. A personal essay is optional but encouraged. The essay is the student's opportunity to address goals, achievements, strengths, weaknesses and/or convictions, and reasons why a student is considering Concordia University.

If a student wishes to be considered for financial aid, all information must be received by May 1 to receive the best financial aid package. Concordia University has a strong desire to make our university experience possible for interested students. After May 1, awards are done on a funds-available basis.

GED Diploma Students

Mature persons who have not graduated from high school and desire admission are advised to complete graduation requirements through equivalency examination or other means in the district of their residence. The High School Equivalency Certificate, also known as the General Education Development diploma (GED), will be accepted in lieu of a high school diploma. To be considered for admission, the student must submit an official copy of the GED scores sent directly from the testing center to the Office of Admission at Concordia, the application for admission, a copy of the GED diploma certificate and a nonrefundable application fee.

Home-Schooled Student Admission

The Office of Admission requires that home-schooled students submit a transcript of their academic work and/or documentation from a home-based educational organization. Students must also submit test scores from either American College Testing Program (ACT) or the Scholastic Assessment Test (SAT). The ACT is preferred. A personal essay is also required. The essay is the student's opportunity to address goals, achievements, strengths, weaknesses and/or convictions, and reasons why a student is considering Concordia University. A nonrefundable application fee should accompany a submitted application for admission.

Transfer Student Admission

Transfer students are advised to submit an application for admission and a non-refundable application fee to the Office of Admission at Concordia University. Students should also request that official academic transcripts from each institution attended be sent directly from the previous institution to Concordia University. Transcripts issued to the student are not official and cannot be used to evaluate official transfer of credit.

Transferring students with fewer than 30 credit hours must submit official high school transcripts sent directly from the school to Concordia. Transfer students with fewer than 12 credit hours must also submit test scores from either the American College Testing Program (ACT) or the Scholastic Assessment Test (SAT). The ACT is preferred.

After admission is determined, the Registrar will evaluate the student's college transcripts. Credit is awarded in general education proficiencies (foreign language, writing, speech, and math) and general studies program requirements (social science, natural science, religion, humanities, language, and physical activities). Elective credits are a third alternative. Following the evaluation, an admission counselor will contact the student with the results.

International Student Admission

International students should contact the Office of Admission for an international student application. International students attend the same classes as American students; therefore, college-level reading, speaking, and writing of the English language are necessary. Admission requirements include the following: completed admission application, non-refundable application fee, documentation of TOEFL (Test of English as a Foreign Language) or the Michigan Test of Language Competency, academic record with official evaluation of foreign education credentials, completed Certificate of Financial Responsibility, and documentation of available funds.

Audit Admission

Individuals not seeking college credit may audit courses if space is available. Audited courses are posted on an official university transcript, but no credit is generated, and the course cannot be used toward degree completion. The required forms are available in the Registrar's Office.

Guest Student Admission

Guest students are qualified high school students or high school graduates who take courses without being accepted by Concordia's Office of Admission. Registration is completed through the Registrar's Office. Student fulfillment of course prerequisites is required, if student is taking course(s) for credit. A transcript is required for proof of meeting the prerequisite(s).

A high school student may attend Concordia (as a guest) if he/she provides a high school transcript indicating a cumulative grade point average of at least 3.00 and written approval from an advisor/official from his/her high school.

If the guest student is a high school graduate, high school and/or college transcripts are not required. A student who is enrolled in a degree program at another college or university may take any class authorized in writing (by that institution) if space is available. Student fulfillment of course prerequisites is required, if student is taking course(s) for credit. A transcript is required for proof of meeting the prerequisite(s).

Guest students are limited to eighteen total credits. Since guest students are not enrolled in a degree program at Concordia University, financial aid is not available.

Facsimile Transmission of Documents

Faxed documents are not considered official documents. While these documents may be helpful in advising and counseling students, official documents, sent directly from the originating school's registrar's office to Concordia, must follow facsimile transmission in order for the University to take official action.

Advanced Placement

College credit may be granted for Advanced Placement courses taken in high school. Students who achieve a selection score of three or higher on the Advanced Placement Exam may be granted credit in comparable courses applicable to their college program. An official score report, sent directly from the testing company to Concordia, is required. On this basis, students may be exempt from a course otherwise required and may be admitted to the next course offered in that field. Contact your high school counselor for more information about enrolling in Advanced Placement courses.

The Registrar maintains a list of the specific Advanced Placement Exams that are acceptable from these testing programs. The list includes test names, passing scores, the number of credits awarded if the test is passed, and equivalent Concordia courses if such exist. Partial credit for scores below the designated passing score will not be granted. Please contact the Registrar's Office for further information.

Credits Earned Through Standardized Tests

Credits may also be earned through the following standardized testing programs:

- College Level Examination Program (CLEP)
- Defense Activity for Non-Traditional Education Support (DANTES)
- Excelsior College Examinations

An official score report, sent directly from the testing company to Concordia, is required. The Registrar maintains a list of the specific tests that are acceptable from these testing programs. The list includes test names, passing scores, the number of credits awarded if the test is passed, and equivalent Concordia courses if such exist. Partial credit for scores below the designated passing score will not be granted. Please contact the Registrar's Office for further information.

Tuition & Fees

As a private, not-for-profit educational institution sponsored by the Lutheran Church-Missouri Synod, Concordia University strives to provide the highest quality educational experience for its students at the lowest cost possible to insure the delivery of excellent educational services. The University provides and coordinates financial assistance to help students defray the costs of their educational endeavors. For more information on Financial Aid, see the bottom of page 11.

Tuition includes all amounts charged for a given class or set of classes, whether at a flat rate or per credit-hour cost. Fees include any various one-time and recurring fees charged to a student account. The Student Accounts Office may publish supplemental information detailing specific charges for tuition, fees, and other special fees or finance charges of the University. **Fees and costs are subject to change without notice.**

Payment of Fees

The full payment of tuition and fees is required before to the start of a given semester. Prior to each semester, Concordia University will mail a statement of the student's account including tuition and fees. If the student is receiving financial aid not shown on the statement, the anticipated amount is subtracted from the "payment due" on the account statement to arrive at the revised balance due. This revised balance is due before the start of the semester. Students may be dropped from classes, if payment or arrangements are not made on time.

The University will offer deferred payment options whereby a student may request to make a partial payment at the time of registration and subsequent payments for the remainder of the semester. This request must be made to the Accounting Office and approved by the Director of Accounting. Where approval is granted, a service fee will be assessed as well as finance charges on the outstanding balance. Under a deferred payment option, full payment of all charges must be made by the end of each semester. A student with an outstanding balance at the end of a semester will not be authorized to register for a subsequent semester until the account obligation is satisfied or after special payment arrangements have been completed.

Statements are printed and mailed monthly, but additional statements may be requested via phone or e-mail at any time. Concordia University accepts payments by cash, check, or credit card (Visa, MasterCard, and American Express).

Deposits

The tuition deposit fee of \$125 for a student in the traditional program is due once the student has been admitted and has decided to attend Concordia University. Additionally, all students wishing to live on-campus must make a \$100 deposit for room and board. These deposits apply toward education costs for the first academic year and are not refundable after May 1 unless the offer of admission is withdrawn at the initiative of the University.

Room and Board

The amounts paid for room and board provide a shared room and a meal plan. Single occupancy rooms may be available from time to time at additional cost. All students living in campus housing must participate in the food service program of the University. Meal service is not available during the Thanksgiving, Christmas, Spring break, and Easter recesses. Students living off campus may purchase individual meals through the food service program.

Students with documented medical dietary needs may obtain a “Request for Special Diet” form from the Director of Dining Services. The Director of Dining Services will have the option to accommodate a student’s medical dietary needs. In the event that the Director of Dining Services cannot accommodate a student’s medical dietary needs then that student may be exempted from mandatory participation in the food service program.

Refunds-Traditional Program

Students enrolled in the traditional program who completely withdraw from Concordia University and did not receive federal Title IV aid will receive a prorated refund of tuition and fees according to the following schedule. Special fees are non-refundable. Any refund due to a student for withdrawal from individual classes will be prorated in accordance with the following schedule.

First Week	90%	Fifth Week	50%
Second Week	80%	Sixth Week	40%
Third Week	70%	After sixth week	None
Fourth Week	60%		

Upon complete withdrawal from the University, refunds of room & board will be calculated at an estimated weekly charge based on a 15 week semester dormitory stay. Refunds are only available once the room key is returned to the housing office. Under no circumstances may an unregistered student maintain occupancy in campus housing. Students are expected to vacate campus housing and return their key no later than one week following complete withdrawal from the University.

Refunds of federal aid for students who received Title IV aid will be made according to the federally-mandated refund policy through 60% of the semester in the following order: 1) Unsubsidized Stafford Loan, 2) Subsidized Stafford Loan, 3) Perkins Loan, 4) PLUS Loan, 5) Federal Pell Grant, 6) Federal SEOG. Charges will be reduced and institutional and outside aid will be refunded through the sixth week according to the above schedule. Further information is available from the Office of Financial Aid.

Personal Expenses

In calculating costs for the year, the student should include personal items such as laundry and dry-cleaning, clothing, books, school supplies, membership dues in organizations, contributions to church and charity, recreation, travel, special health needs and a small reserve for miscellaneous items. For cost of attendance purposes (in addition to tuition, fees, room and board) Concordia University assumes \$550 for books, \$250 for travel, and \$1,000 for miscellaneous personal expense for the year.

Financial Assistance

Concordia University attempts to make it possible for all who have the capacity and the desire for a Christian college education to obtain it, regardless of their financial resources. Returning students must apply before May 1st, the Priority Financial Aid Deadline. New students should have their FAFSA (Free Application for Federal Student Aid) and the

Concordia Application for Financial Assistance in by March 1st. Returning students need only submit the FAFSA, unless instructed otherwise by the Financial Aid Office.

The amount of financial aid awarded is based mainly on the applicant's financial need. As a general rule, the primary financial responsibility lies with the student and his or her parents. On the basis of this financial information, the University is able to determine the difference between educational costs and the amount a student and his or her parents can reasonably be expected to provide. This difference is defined as need.

How to Apply for Aid

New students must complete Concordia's Application for Financial Assistance (available for download from the Concordia Financial Aid website at www.cuaa.edu) and the Free Application for Federal Student Aid (FAFSA), also available on the Web at www.fafsa.ed.gov to apply for scholarships, grants, loans or work study at Concordia. Signed copies of the student's and parents' federal tax returns and W-2s are required of all new applicants. Other verifying information may also be required. For renewal of aid, the FAFSA must be completed each year as soon as possible, after January 1st.

After the above information has been received at Concordia, students will be advised of the financial assistance for which they are eligible.

This includes employment, loans, grants and scholarships administered by Concordia. Applications received by May 1st will receive full consideration for all assistance, but applicants are encouraged to apply before this date, as some types of federal aid are limited and are awarded on a first-come, first-awarded basis. Applications received after May 1st will be subject to the limitations of available institutional resources. As a general rule, one half of the grants, scholarships, and loans are applied toward each semester's charges. Eligible males of at least 18 years of age must be registered with selective service to receive Federal funds.

If you have any questions or need any forms, contact the Office of Financial Aid, Concordia University, 4090 Geddes Road, Ann Arbor, MI 48105 — Ph. (734) 995-7408.

Scholarships and Grants-In-Aid

Some of the scholarship money the University administers is assigned to students of outstanding academic achievement, as well as those displaying special music, dramatic, artistic or athletic abilities. Students must be enrolled full-time to receive Concordia scholarships.

It is expected that students receiving Concordia grants and scholarships will live on campus. Students should consult with the Financial Aid Office to determine changes to grants and scholarships that may occur if they live off campus.

Many local congregations, organizations and individuals offer some financial assistance to students. These students should also apply to their synodical districts.

All students are encouraged to apply for additional outside scholarships. Many such scholarships are listed on the internet at www.finaid.org.

Michigan Competitive Scholarship/Tuition Grant Program

The Michigan Higher Education Assistance Authority provides scholarships and grants to eligible students who are Michigan residents attending a college or university in Michigan.

The Michigan Tuition Grant Program provides grants to eligible students at private colleges. No qualifying test is necessary. Tuition grants are awarded to students who are able to demonstrate financial need and are attending or planning to attend Concordia.

Michigan Competitive Scholarship awards are made on the basis of demonstrated need and the ACT score. High school seniors must take the ACT test on or before the October test date at any ACT testing center and have their score reported to the Michigan Scholarship Program.

This program is subject to yearly renewal by the state, based on the annual budget and approval by the legislature.

Students who meet the eligibility requirements for the Michigan Merit Award Scholarship (appropriate MEAP scores, ACT/SAT scores, and enrollment in a degree or certificate post-secondary institution in Michigan) may receive a one-time \$2500 scholarship. This scholarship is divided equally over two academic years (\$1250 per year).

All Michigan students attending Concordia need to complete the Free Application for Federal Student Aid (FAFSA) to apply for these Michigan programs. Entering freshmen should apply before March 1.

Student Employment

Students who find it necessary to earn part of their expenses have opportunities to do so, both on the Concordia campus and in Ann Arbor places of business.

To avoid an adverse effect on grades, it is suggested a student not exceed 15 hours of work per week.

Interested students should check the employment page of Concordia's web site, and apply to the appropriate department. Concordia participates in the Federal Work Study Program and the Michigan Work Study Program.

Veterans' Benefits

Veterans or children of veterans who seek government aid in continuing their education may secure pertinent information from the Veterans Administration Office by calling 1-888-442-4551. Once enrolled, further assistance is available from the Office of Financial Aid.

Loans

In some cases it is necessary for students to borrow to finance their education. Students should use caution in borrowing and generally should not rely primarily on loans.

There are two types of Federal Stafford loans, subsidized and unsubsidized. Subsidized loans are need-based, interest free, and payment free while the student remains in school at least half time. Unsubsidized loans can be used to replace family contribution but interest begins accruing immediately. The interest can either be paid while the student is in college, or capitalized. Students can obtain application information from Concordia's Office of Financial Aid.

Federal Parent Loans for Undergraduate Students (PLUS) may be requested by the dependent students' parents. A PLUS loan is limited to the total cost of education minus any other aid. Repayment of the PLUS loan begins while the student is still in school. Alternative loans are also available.

Concordia also participates in the Federal Perkins Loan Program. Students who show a high need are eligible for this low interest loan. These loans are scheduled for repayment after the student graduates or discontinue his education. Paperwork for the Perkins loan is completed through the Office of Financial Aid.

Renewal of Financial Aid

Concordia makes every effort to continue assistance to a student through his years of college. Renewal is based upon the following stipulations and principles:

1. A Free Application for Federal Student Aid (FAFSA) should be filed between January 1 and April 15 in order to assure a timely application. Late applications will be accepted and processed as funds become available.
2. If requested, a signed copy of the parents' (if dependent) and the student's federal income tax form (1040, 1040A, or 1040E-Z and W-2s) must be submitted to the Office of Financial Aid by May 1.
3. Renewal of scholarships, grants, campus employment, and loans depends upon financial need as determined by the needs analysis form (FAFSA), the availability of funds, and meeting GPA, cumulative credits, and deadline requirements.
4. Any award or any portion thereof may be either declined by a student or revoked by Concordia if such assistance is not to the advantage of the student and the University.
5. Concordia will do everything possible to maintain the student's level of aid if the student's need has not changed significantly and/or poor academic performance has not caused a loss of scholarship eligibility.
6. Students must be in conformity with the financial aid satisfactory academic progress (SAP) policy.

Academic Progress

Satisfactory Academic Progress (SAP) will be monitored after fall and spring semesters. For financial aid purposes, students are considered maintaining Satisfactory Academic Progress toward a degree if they meet the following requirements:

Terms at College	Credits Needed to Remain Eligible for Financial Aid	Cumulative GPA
1	8	1.5
2	16	1.5
3	25	1.7
4	34	2.0
5	44	2.0
6	54	2.0
7	65	2.0
8	76	2.0
9	88	2.0
10	100	2.0
11	113	2.0
12	128	2.0

Transfer students attending Concordia for the first time will enter Concordia meeting SAP. If a student is half-time, six to eleven hours, one-half of the above increment will be applied. A student who is less than half-time will not have to meet the above standard. Courses retaken are counted toward SAP only if the student did not previously receive credit for that course. SAP for students with incompletes will be reevaluated once the "I" becomes a letter grade. Students may receive aid for two terms while on probation. After the 1st semester of probation, students who were previously placed on financial aid probation will again be evaluated. If they are still not meeting the SAP requirements, they will be placed on financial aid academic probation for a second semester. Students will receive writ-

ten notification of their status. Failure to meet the SAP requirements at the end of the academic year will result in termination of eligibility for financial aid for the following year.

Students may appeal their loss of eligibility for aid by submitting to the Office of Financial Aid a written explanation of any extenuating circumstances, such as personal illness or injury, or a major illness or death in one's family. A Financial Aid Committee will evaluate appeals on a case-by-case basis and a timely decision will be made in writing to the student.

Veterans and others receiving Veterans Administration benefits must also meet the above stated standards. After a probationary period, the Veterans Administration will be notified and VA benefits will be terminated. Reinstatement of aid may occur when standards of progress and GPA requirements are once again met.

Student Services

Residence Halls

All full-time traditional students are required to live in campus residence halls. Only continuing education students, married students, students who are 21 years and older or of junior class standing, or students who live with members of their immediate family are permitted to live off campus. Limited private rooms and married student housing is available by contacting the student services office. The Vice President of Student Services may grant exceptions to this policy.

Rooms in the residence halls accommodate two students. Each student is furnished a bed, mattress, desk, desk chair, dresser, and a wardrobe. Students are expected to furnish their own blankets, sheets, towels, and personal articles.

Concordia is a substance free environment and policies of alcohol and other drug usage on campus are distributed to every student. Education is provided for those who violate this policy.

University Food Services

All students living in campus housing must participate in the food service program of the university. Commuter students also may open a food service account. Students with special dietary needs are requested to submit written statements from a medical doctor indicating their needs. In rare instances that the food service cannot meet those needs, the student may be exempted from the food service program upon approval of the Director of the Food Service and the Vice President of Student Services.

Academic Resource Center

The Academic Resource Center (ARC) provides academic assistance to Concordia students. Peer tutors and writing consultants are available to help students with class assignments. The ARC can also provide instruction in study skills such as time management, note-taking, reading, and textbook annotation. In addition, the ARC maintains a web site with on-line writing help and links for math, sciences, foreign languages and music. The ARC is located in the Library.

The Counseling Center

The Counseling Center is a resource to students in personal and professional counseling and development. Career counseling and assistance in the job search process are also available as well as confidential personal counseling. The Counseling Center is located in the Student Services Building.

Campus Life and Leadership

Concordia offers activities for students to broaden their social and cultural experience on campus. These activities serve to develop leadership in addition to enhancing student life. Opportunities include: theater, music, intramural sports, exhibits, and athletics. Leadership opportunities include: Spiritual Life Representative, Resident Assistant, and Senator.

Testing Services

Concordia University participates in the national educational testing programs listed below.

American College Test or Scholastic Assessment Test

Completion of the ACT or SAT I is required of all applicants who have fewer than 12 college credits to transfer. The ACT is preferred, but the SAT is also accepted. The ACT profiles (test results) help students make decisions about college and career plans. They are used in academic advising and course placement, as appropriate. Entering students should take the ACT or SAT during their junior or senior year of high school, if possible. The ACT or SAT may be taken on a national test date at a national test center or by appointment at Concordia University's Admission Office. However, students who wish to participate in intercollegiate athletics must take either test on a national test date at a national test center. For further information, contact any high school guidance counselor or Concordia University's Admission Office.

Credits Earned Through Standardized Tests

Credits may be earned through the following standardized testing programs:

- Advanced Placement Program (AP)
- College Level Examination Program (CLEP)
- Defense Activity for Non-Traditional Education Support (DANTES)
- Proficiency Examination Program: Regents College Examinations (PEP: RCE)

The Coordinator of Testing maintains a list of the specific texts which are acceptable from these testing programs. The list includes test names, passing scores, the number and level (lower/upper) of credits awarded if the test is passed, and equivalent Concordia courses if such exist. Partial credit for scores below the designated passing score will not be granted. Please contact the Registrar's Office for further information.

Campus Activities

Concordia offers a variety of activities for students to broaden their social and cultural experience on campus. These activities serve to develop leadership in addition to enhancing student life.

Theatre

Concordia University has an active theatre program with three major productions each year in the fully equipped Kreft Center Black Box Theatre. Additional opportunities exist for students to directed and/or design their own productions. Auditions are open to any student in good academic standing.

Music

Concordia Choir, Concordia Chorale, Concordia Wind Ensemble, Brass Ensemble and Handbells are open to students and may be taken for credit or audit.

Intramural Sports

Both men and women students are encouraged to participate regardless of ability levels. Opportunities exist for non-competitive involvement.

Concerts, Speakers, Exhibits

A calendar of special events is scheduled annually through the Student Services Office and

Concordia's Office of Marketing and Communication. Events include art exhibitions, touring performance groups, recitals and guest lectures to list just a few. In addition, the Concordia Visiting Artist Series brings to campus each year nationally and internationally prominent artists, musicians, and writers, who perform, conduct workshops, and interact with students in classes.

Athletics

The intercollegiate athletic program at Concordia includes soccer, track, cross country, basketball, golf and baseball for men and volleyball, soccer, track, cross country, basketball, golf and softball for women. All sports are governed by the National Association for Intercollegiate Athletics (NAIA).

The Cardinal's Nest

This facility located in the Student Union is the evening and late-night snack bar of the campus. Regularly scheduled formal and informal events include dances and coffee house nights.

Student Organizations

The primary vehicle for student involvement on campus is the *Student Association*. The goals of the Association are to promote individual growth in Christian character, to facilitate interaction and involvement by students with others in the campus community, and to provide opportunities for growth in leadership and service in the church and the world.

The activities of the *Student Association* are directed by the elected leadership in the *Student Senate*. Leadership and participation are facilitated through the various committees and councils of the Senate. In addition, the Senate coordinates and allocates the funding for other groups and organizations in response to requests, subject to availability of student funds.

The Student Activities Council (SAC) is responsible for the overall development of a varied co-curricular campus program. To this end, SAC plans, implements, and evaluates campus events.

The primary elected and appointed residential life leadership groups are the Student Senate, the *Resident Assistants (RAs)*, and the *Spiritual Life Representatives (SLRs)*.

There are many other positions available through which students may develop leadership skills and experience. Other organizations include special interest clubs and off-campus ministries.

Study Abroad Programs

Studying abroad for a semester is something a student cherishes forever, a life-changing experience shared by tens of thousands of American students annually. Concordia University, therefore, encourages students to enrich their education through affordable overseas study programs that add a vibrant cross-cultural component to the traditional undergraduate experience. Concordia students can step out of the textbook and immerse themselves in the music of Mozart, the culture of Spain, the splendor of Italy, or the grandeur and vitality of London, while earning academic credit from Concordia.

Students can select from a variety of study abroad programs sponsored by Concordia University in partnership with AHA International, including those in London, Vienna, Macerata, Segovia and Cologne. As a member of MCSA, the Midwest Consortium for Study Abroad, Concordia University also offers students the opportunity to study in the summer in Dublin.

Students receive academic credit for all courses taken overseas (12-16 credit hours per semester). With careful planning, students can study abroad and still graduate on time since at least six hours of core requirements can usually be fulfilled through an overseas program. The study abroad experience often takes place during the junior or senior year, but undergraduates are encouraged to begin planning for study abroad while they are freshmen or sophomores. Financial aid can be applied to these programs.

Semester in London

A dynamic, cosmopolitan world capital, London offers incomparable access to museums, galleries, West End theatres, architectural jewels, and historic landmarks. Concordia undergraduates can delve into this rich cultural heritage during either the fall or spring semester since the University participates in a humanities program at the London Centre

Most courses at the Centre, located within walking distance of numerous museums and galleries, are taught by British faculty who are practitioners as well as teachers in the disciplines of literature, theatre, history, art, and political science. Affiliated with AHA International, the London Centre offers an extraordinary itinerary of excursions and theatrical performances designed to enhance the in-class experience. Included in this experiential program are guided excursions to major sites of British culture and history such as Stonehenge, Oxford, Canterbury, Stratford-on-Avon, and Scotland or Wales.

Semester in Vienna, Austria

In Vienna, with its majestic ambience, students move beyond their textbooks to explore the array of cultural, musical and academic resources of this capital that serves as a diplomatic center and focal point for modern European culture.

Tailored to the Americans and taught in English, courses are designed by both American and local university faculty to take advantage of the Viennese setting. Vienna program participants live in the homes of host families. All student participants take four semester hours of German language instruction at their appropriate level, including beginning German. Students make course-related field trips to sites in and around Vienna along with two weekend excursions.

Semester in Macerata, Italy

In Macerata, nestled in the hills of the Marches region a short distance from the Adriatic Sea, students can experience both modern Italian culture and Romanesque, Renaissance and Baroque architecture.

The program offers courses in Italian/European culture, art, and history along with a required course in Italian language usually at the beginning level. Students have the option of living in an apartment with other students or, on a limited basis, with an Italian family. Students make field trips to surrounding regional sites and weekend excursions to Florence and Rome.

Semester in Segovia, Spain

For students who desire a minor in Spanish, Concordia offers a language-intensive program in Segovia, where students earn at least twelve semester hours of credit toward their language minor. Located sixty miles north of Madrid, Segovia is one of Spain's most beautiful and historically interesting sites.

To apply for this rigorous study of Spanish language and culture, students must have the equivalent of two years of college-level Spanish. Homestay accommodations, course work, and program excursions help make the semester in Spain meaningful, especially for future educators.

For more detailed information about any of these programs, contact the Overseas Study Coordinator.

Summer Term in Dublin

Students can experience Irish history and culture while living with a host family in Dublin. During this five-week midsummer MCSA program, students can gain an understanding of Irish history, literature, media, or theatre.

For more detailed information about these programs, contact the Overseas Study Coordinator or go to www.cuaa.edu/academics/study.abroad.

London May Term

Concordia also offers a three week, intensive term in London, running the last three weeks of May, concurrent with May Term courses offered on campus. Students are housed in furnished apartments in south London, and a number of courses are taught by Concordia faculty. For more detailed information about the May 2006 term, contact the program director, Dr. Mark Looker.

Concordia University System Visiting Student Program

This program allows and facilitates any student in good standing at one Concordia campus to attend another Concordia campus for one semester or a full school year. During that time, the student is still formally enrolled at Concordia University, Ann Arbor and would not formally transfer. All credits and grades earned on the other campus are counted as if they were earned at Ann Arbor. Tuition is determined by and paid to Concordia University, Ann Arbor and financial aid is still arranged through this campus.

Room and board, if needed, is paid to the campus being visited at the rates established by that "host" campus. Special fees may also need to be paid to the "host" campus. Transportation must be arranged by the student.

Information about this program and about any of the other campuses is available from the Office of the Registrar. Viewbooks, catalogs, course schedules, student handbooks, and some videotapes are available to examine.

Official Records & Release of Information

Official records are those records or files which directly relate to a student and are maintained by the college in accordance with policies and procedures stipulated in the Faculty Handbook. The official records of students are considered confidential information and, as such, shall be kept private from third parties. Every student in attendance, or who has been in attendance, has the right to inspect and review his/her official records. Concordia stipulates the following as official student records and names the corresponding position holders as responsible for their administration, retention and disposal:

Academic Advisement Files	Academic Advisors/Registrar
Academic Programs	Program Directors
Admission Files	Director of Admissions
Athletic Records	Director of Athletics
Business and Accounting Records	Business Office Manager
Church Worker Placement Files	Program Directors
Disciplinary Files	VP of Student Services
Financial Aid Files	Director of Financial Aid
Health Records	VP of Student Services
Standardized Test Results/Transcripts	Registrar

Provisions can be made for the periodic routine destruction of non-permanent records and non-current disciplinary records. Each office listed above is responsible for publishing a statement detailing the following: (1) the length of time a record is maintained, (2) the

kind of material(s) which will be kept in the record, (3) individuals and/or offices which will have access to the records and, (4) policy for disposal of documents.

Exceptions

1. Unsuccessful applicants for admission to Concordia are not eligible for the considerations noted above.
2. Parents of Concordia students are considered third parties. The student must sign a waiver authorizing the appropriate office to release information to parents or others.
3. An instructor's own records, when kept in the sole possession of the maker and not accessible or revealed to any other individual except a substitute instructor, are not considered official records of Concordia.
4. Records which simply reflect the student as an employee of the institution are exempted from the definition of official records.
5. Records created or maintained by a physician, nurse, psychiatrist, psychologist or other recognized professional, or paraprofessional acting in his/her official capacity and used only for treating the student and not disclosed to any other individual except for those providing treatment, are exempted.

Right to Amend

A student who believes the information in an official record is inaccurate or misleading or violates the student's privacy may request that Concordia amend the record.

If a request for amendment is refused, the student may request a hearing to challenge the content of the record within twenty one days. The student must be given notice of the date and time. The hearing will be conducted by a member of the President's Cabinet who does not have a direct interest in the outcome. The student must have full opportunity to present evidence relative to the issues and has the option of being represented by an individual, including an attorney. If Concordia decides not to change the record, the student must be so informed in writing and given the opportunity to place in the record a statement commenting upon the information in the official record. This statement must be maintained with the record as long as the record is maintained.

Release of Information with Student Consent

Concordia may not disclose information from a student's official record without first obtaining the written consent of the student, except under certain limited circumstances noted below. Any consent for disclosure must be signed and dated by the student and must specify the records to be disclosed, the purpose(s) of the disclosure and the party or class of parties to whom the disclosure may be made.

Concordia may disclose without prior consent personally identifiable information regarding a present or former student if it is "Directory Information" from the three following categories:

- Category I:** Name, addresses (including permanent, local, and e-mail), current class schedule, telephone numbers, dates of attendance, class level (e.g. sophomore, graduate student), photographs, birth date, place of birth
- Category II:** Previous institution(s) attended, major field of study, awards, honors (includes Dean's list), degree(s) conferred (including dates), full time/part time status, number of credits carrying in current semester
- Category III:** Past and present participation in officially recorded athletic and co-curricular activities, physical factors (i.e. height and weight of athletes)

Although such information may be released without student consent, students may request information contained in any or all of the above categories not be released to any and all parties, except as stipulated below. Such a request will be made in writing to the registrar's office.

- A student's consent is not required if a record is to be disclosed to other administrators, faculty or staff within the University who have a legitimate educational interest in the information.
- Information may be disclosed to determine the eligibility for student aid, the amount of it, the conditions which will be imposed regarding it, and to enforce such terms or conditions.
- Information about a student can be released without consent to organizations conducting studies for, or on behalf of, the University to develop, validate, or administer predictive tests, administer student aid programs or improve instruction or retention.
- Accrediting organizations may be given information about students in order to carry out their functions.
- Concordia may release a record without student consent to comply with a judicial order or lawfully issued subpoena.

The University may disclose education records in certain circumstances:

- To appropriate parties in a health or safety emergency
- To the official of another school, upon request, to which a student intends to enroll
- To Officials of the U.S. Dept. of Education, the Comptroller General, to state and local educational authorities, in connection with state or federally supported education programs
- To appropriate parties the results of an institutional disciplinary proceeding against the alleged of a crime of violence
- To military recruiters per the Solomon Amendment

Additional exceptions stipulated by the Family Educational Rights and Privacy Act of 1974, as amended, will be honored.

Record of Disclosure

Concordia must maintain a record of disclosure of official records to third parties. This record must be kept as long as the file is maintained. This record of disclosures is for inspection by the student.

Social Security Privacy

Concordia University–Ann Arbor (CUAA) protects the student's right of privacy of information and recognizes the importance of maintaining the confidentiality of student records while performing effective functions of the University. In this effort, CUAA assigns each student a unique Student ID to be used in place of the Social Security Number (SSN).

Social Security Numbers are collected from all students and are required for financial aid and specific reporting functions as required by the State and Federal government. Social Security Numbers may be used for mailing of transcripts if the student makes the request, reporting to the National Student Clearinghouse, attendance verifications, degree reporting, and loan tracking.

The Student ID number is used whenever the student registers for classes, makes a payment, or other internal functions. The Student ID will print on any internal hard copy material such as grade lists, attendance rosters, bills, etc. Copies of materials with a student's ID or SSN are destroyed by shredding when not retained in a secure area. Any original hard copy material, such as applications, with the SSN listed, is treated as confidential material and is destroyed by shredding after the student has not registered for five or more years.

Faculty and staff are notified annually of privacy procedures and FERPA requirements for any form of verbal or written communication.

Academic Regulations and Procedures

Registration

Prior to each semester and before attending any class, Concordia University students must register and arrange for the payment of all tuition and fees. Dates and deadlines for registration are available from the Registrar's Office. Registration is not final and complete until all obligations to the Business Office have been met or satisfactory arrangements have been made. Concordia University reserves the right to drop students from courses due to non-payment of tuition and/or fees.

Classification of Students

A full-time student at Concordia University is one who has satisfied the entrance requirements, has been formally admitted to the University, has completed final registration, and is currently enrolled for at least 12 semester credit hours of undergraduate studies or 9 semester credit hours of graduate studies.

The part-time student is one who has satisfied the requirements for admission to the University, but who carries less than 12 semester credit hours of undergraduate studies or less than 9 semester credit hours of graduate studies.

The classification of students is as follows:

- **Freshmen:** Fewer than 28 semester credits earned
- **Sophomores:** 28-59 semester credits earned
- **Juniors:** 60-95 semester credits earned
- **Seniors:** 96+ semester credits earned
- **Post-B.A. /B.S.:** Baccalaureate students earning additional credits of undergraduate work, but not following a master's degree program
- **Graduate Students:** Baccalaureate students following a master's degree program

Credit Hours

All credits since the Fall semester of 1980 are semester credits. For a traditional three-credit class, there will normally be three 55-minute or two 85-minute class meetings per week for 15 weeks; 90 hours for reading, study and the preparation of papers or projects; and a final examination. Some courses require a laboratory session or studio work, where two to three hours of such activity is the equivalent of one hour of lecture/discussion. Accelerated and on-line classes may be offered in different configurations and require less class time and more outside time for individual learning.

Academic Load

Since the minimum number of credits required for graduation is 128, a student must average at least 16 credits per semester to graduate by the end of eight semesters. Students may voluntarily register for a lighter load, or they may be advised to do so. Twelve or more credits in a semester is considered full-time for undergraduate students to be eligible for living on campus, financial aid, and NAIA athletic eligibility.

Students will be required to pay the established rate per credit in addition to normal tuition for any enrollment above 18 credits per semester.

Adding, Dropping, and Withdrawing From a Class

A student must add a scheduled course by following the procedures required by the Registrar's Office before the course begins. Registration is also allowed during the first two weeks of the semester for 15-week classes, or before the second class meeting for specially scheduled classes (except as noted below). The instructor must approve any addition after the first week of the semester for 15-week classes or after the first class meeting for specially scheduled classes. To add a class *after* the second week of the semester for 15-week classes or *after* the second class meeting for specially scheduled classes, the student must obtain the approval of the instructor and the Dean of the relevant school. The student is encouraged to discuss this decision with her/his academic advisor.

A student must drop any course by following the procedures required by the Registrar's Office before the class begins. Courses may also be dropped during the first two weeks of the semester for 15-week classes, or before the second class meeting for specially scheduled classes (except as noted below). The student is encouraged to discuss this decision with the instructor and his/her academic advisor. No record of such classes is retained on the student's permanent transcript.

A student must withdraw from any class by following the procedures required by the Registrar's Office on or before the last day of classes (excluding final exams) for 15-week classes or the day before the last meeting for specially scheduled classes (except as noted below). The student is encouraged to discuss this decision with the instructor and his/her academic advisor. The student will have a grade of W indicated on her/his permanent transcript. The grade of W carries no academic credit and has no effect on grade point average calculation. Accelerated Degree Program (ADP) students are charged a \$25 per course processing fee to drop or withdraw from a course.

For one-day seminars, the student must register by following the procedures required by the Registrar's Office at least fourteen days before the scheduled meeting, unless the instructor approves a late addition in writing. The student must use the required procedures to drop the class before the scheduled starting time or to withdraw from the class by the day before the final assignment is due.

For self-paced or other individualized courses (except correspondence courses), the student must conform to the deadlines for 15-week classes in the semester when registration occurs. Guided studies, independent studies, and honors work fall within this category. The appropriate dean must approve exceptions to the above timeline. ADP and Graduate students must conform to the normal length of time allotted to the course for self-paced or other individualized courses (except correspondence courses).

For courses taught by correspondence, the student shall have one month to drop the course, through the last scheduled day of the class to withdraw, and up to six months to complete the course. The appropriate dean must approve exceptions to this timeline.

The Registrar may drop or withdraw a student from a class at any time, with or without the student's consent, if the instructor confirms that the student never attended class or participated in any related learning activity. A written request is required to convert a grade of F to a grade of W. The Registrar shall determine the effective date for such withdrawals. The student will have a grade of W indicated on her/his permanent transcript.

Summary of Deadlines

	Add without instructor's permission	Add with instructor's permission	Drop	Withdraw
15-week classes	End of 1st week	End of 2nd week	End of 2nd week	Last school day before finals
ADP, Graduate, and specially scheduled classes	Before 1st meeting	Before 2nd meeting	Before 2nd meeting	Before last meeting
Self-paced classes	End of 1st week	End of 2nd week	End of 2nd week	Last school day before finals
Correspondence classes	Before start date	Not applicable	Within 1st month	Last scheduled class date
One-day seminars	14 days before meeting	Before meeting	Before meeting	Before final assignment is due

NOTE: Athletes must have the Director of Athletics signature on Add, Drop, or Withdrawal Forms before they can be processed in the Registrar's Office.

Academic Advising

Incoming students are assigned faculty advisors in their declared major, minor or program to assist in the explanation of academic requirements and planning their coursework at Concordia University. Incoming Liberal Arts freshmen with an undeclared major will be assigned to their GST182-Freshmen Seminar professor for academic advising. Students may change their advisor at any time by picking up a Declaration of Advisor Form in the Registrar's Office and obtaining the signature of their new advisor.

Final responsibility for meeting all graduation requirements rests with the student.

Withdrawal from the University

All complete withdrawals from Concordia University must be done officially through the Office of Student Services. Grades of W (withdrawal) will be recorded for all students who officially withdraw from the University by the last school day prior to the beginning of the final examination period. Final grades (as assigned by the instructor) will be given to any student who leaves without officially withdrawing, and a refund will not be issued. The Registrar may change grades of F to grades of W if the student never attended the class (requires a written request from the student). A form for withdrawal from the University may be obtained from the Director of Campus Life or the Registrar.

Guided Studies

A course which has an approved syllabus but is not available during the time period required by the student to graduate may be taken as a guided study with approval of the instructor and permission of the appropriate dean. Guided Study Applications are available in the Registrar's Office. The limitations and requirements for this type of study are set by faculty policy. The list of criteria is available from the Registrar's Office or the dean. Students applying for a guided study must have a cumulative GPA of 2.0000 or higher.

Independent Studies

Independent study is a form of self-directed learning that goes beyond coursework that is offered at Concordia University and is pursued by a student following a written plan of study developed in consultation with a supervising instructor. Independent Study Applications are available in the Registrar's Office. The limitations and requirements for this type of study are set by faculty policy. The list of criteria is available from the Registrar's Office or the dean. Students applying for an independent study must have a cumulative GPA of 3.0000 or higher.

Auditors

A student who is in good academic standing may register for *a maximum of four credit hours per semester* as an auditor. Requirements for auditing will be specified by the instructor when he/she approves the audit. An auditor does not receive credit for the course, but the audited course will be listed on the student's permanent transcript with a grade of AU unless the requirements are not met. If requirements are not met, a grade of W will be assigned. No additional tuition is charged to a traditional full-time student for auditing a course *if the total semester hours for credit fall within the normal billing range*. Part-time and/or non-traditional students may register as auditors under the same conditions as traditional students and they will be charged one-third of the regular tuition for the audited course. Guest students may register as auditors and pay one-third of the regular tuition.

Grading System

Grades are assigned for all courses after completion. They are measures of a student's achievement as indicated by class performance and examinations. Concordia uses the following letter grades and quality points:

A = 4.0000	C = 2.0000
A- = 3.6667	C- = 1.6667
B+ = 3.3333	D+ = 1.3333
B = 3.0000	D = 1.0000
B- = 2.6667	D- = 0.6667
C+ = 2.3333	F = 0.0000

- **I = Incomplete.** This grade is assigned, at the discretion of the instructor, when the course requirements have not been met. It must be removed by a date specified by the instructor that is no more than 120 days after the course ends, or the Incomplete automatically converts to the alternate grade specified by the instructor.
- **W = Authorized Withdrawal,** zero quality points, no credit earned, no affect on GPA
- **P = Pass,** zero quality points, credit earned, no affect on GPA
- **NC = No Credit,** zero quality points, no credit earned, no affect on GPA
- **AU = Audit,** zero quality points, no credit earned, no affect on GPA (see "Auditors" above)

If a student believes an error was made concerning a course grade, the student should contact the instructor immediately. The procedure for formally appealing a course grade is available at the Registrar's Office.

Quality points are allocated for each credit earned to provide numerical evaluation of a student's scholastic record. Quality points for each credit are assigned as indicated above. To determine quality points for a course, simply multiply the credit hours by the quality points allotted for the assigned grade.

To calculate a grade point average for courses completed by the student, the total number of quality points accumulated is divided by the total number of credits attempted for a letter grade (excluding the total number of credits for the following grades: AU, CR, I, NC, P, TR and W). Thus, if a student has earned 97.3333 points for 30 credits attempted, the cumulative grade point average is $97.3333 \div 30$ or 3.2444. When a course is repeated, only the most recent grade and credits earned will be used in computing the grade point average. Repeat grades are used in the grade point average and total credits earned calculations for courses in which repeats are allowed for additional credit (e.g. music ensembles and advanced art courses).

The cumulative grade point average is calculated only on coursework taken at Concordia University. In considering the admission of transfer students to teacher education, all grades, including transfer credits, may be used to evaluate major/minor/program grade point averages.

Pass/No Credit

In a given semester, the student may elect the pass/no credit option for any class that fits into one of the following categories: one course of 2-4 credit hours; one or more one-credit course(s). A maximum of 10 semester hours of pass/no credit courses may be included in any degree program. The pass/no credit option may not be used for any course in the student's major, minor or program. Practicum and other courses that are available only on a pass/no credit basis, such as directed teaching, internships, fieldwork courses, field trips, and the like are not included in these limitations. The student must state his/her intention to elect the pass/no credit option to the Registrar, in writing, by the last school day of classes (excluding final exams) or the day before the last meeting of specially scheduled classes. First semester freshmen are not eligible for the pass/no credit option. **An earned grade of C- or higher will result in a transcripted grade of P (PASS-credit awarded), and an earned grade of D+ or lower will result in a transcripted grade of NC (NO CREDIT-no credit awarded).** P and NC grades do not affect the student's grade point average.

Academic Probation and Dismissal

All students are expected to maintain satisfactory academic progress toward graduation. Any student with a cumulative grade point average (at the end of any semester) lower than 2.0000 (C average) is placed on academic probation for the next enrolled semester. The academic probation will be noted on the student's transcript.

A student on academic probation will be required to limit his/her course load to a maximum of 14 credit hours while on probation. An accepted transfer student entering with a grade point average below 2.0000 is subject to the 14 credit hour limit. Exceptions may be granted by the Vice President of Academics.

Students who remain on academic probation for three consecutive semesters will be academically dismissed and will not be eligible to enroll in classes following the third semester. The Admissions Council may recommend that any student whose cumulative grade point average is below 1.0000 (D average) be dismissed immediately. Under exceptional circumstances, the student may appeal academic dismissal to the Admissions Council. A dismissed student may qualify for readmission on the basis of evidence of satisfactory performance in college-level work through correspondence courses, summer courses, or courses taken at another regionally accredited college. Readmission of dismissed students is the decision of the Admissions Council.

Class Attendance

It is expected that a student enrolled in a course will attend class regularly. Registration assumes that the student is not merely interested in receiving credit for the class but wishes to contribute to it as well. Program policies or individual faculty members can specify attendance policies and/or requirements which may affect grades.

Repeating Courses

Students may choose to repeat a course (once or multiple times). While all grades are maintained on the student transcript, only the most recent grade and credits earned are used in computing the grade point average and total credits earned. If a student repeats a course in which he/she earned a low passing grade and earns a higher grade, the most recent grade is used in the cumulative grade point average calculation. If a student repeats a course in which he/she earned a low passing grade in an earlier attempt and earns an F grade in a subsequent attempt, then the F grade is the most recent attempt and is used in the cumulative grade point average calculation and the student loses the credit.

Students planning to repeat courses for additional credit are not required to check with the Registrar first, but they may want to check with their academic advisor.

Courses repeated to raise the student's cumulative grade point average must be taken at Concordia University, Ann Arbor. In the case of variable credit courses, the repeated course must be for the same number of credit hours as the first course, if it is to be used as a replacement for cumulative grade point average calculation.

Progress Reports

Grades are available to students at the end of each semester. An informational report of current standing in a course may be made to the student at the discretion of the instructor, if the student is having academic difficulties or attendance problems in a course.

Transfer of Credit

A student entering with advanced standing must have an official transcript sent directly to the Office of Admission from the registrar at each collegiate institution previously attended. Official transcripts are required for an accurate evaluation of transfer credits. All transcripts presented in person by the student are unofficial (even if issued to student in a sealed envelope) as are any evaluations based upon them.

For transfer credit, Concordia University will consider college-level credits originally earned at any regionally accredited institution of post-secondary education or through the military services (as recognized by the American Council on Education) regardless of the means by which the credits were earned at the originating institution. Credits accepted by Concordia's Registrar may be used toward university-wide requirements, and they must be approved by the appropriate division/dean/council to fulfill program/major/minor requirements. No credits from courses with grades below C- (1.6667) will be accepted for transfer. Grades of "pass" or "satisfactory" or any similar term will be considered as C- (1.6667) or better unless the official transcript indicates a different policy at the originating institution. Grades for transfer credits are not recorded on the Concordia transcript but may influence grade point averages for some programs/majors/minors. After a student is enrolled at Concordia, courses taken at other regionally accredited institutions should be approved in advance and in writing through the Registrar's Office.

Facsimile and Electronic Transmission of Documents

Faxed or electronically transmitted documents are not considered official documents. While these documents may be helpful in advising and counseling students, official documents, sent directly from the sending school's registrar's office to Concordia, must be received following facsimile and/or electronic transmission for Concordia to take official action.

General Education Transfer Credit

A transfer student, who enrolls as a full-time baccalaureate student and has partially completed traditional general education requirements, shall complete the remaining core requirements with courses from Concordia's General Studies Curriculum. Exceptions can be granted only through Michigan Uniform Undergraduate Guest Applications or a Petition for Substitution with the appropriate signature(s) of approval (both forms are available at the Registrar's Office). An evaluation of transfer credit is done by the Registrar and may be appealed to the General Studies Division chair. Courses to complete general studies requirements are selected when preparing a degree completion plan with an academic advisor.

Credits Earned During Military Service

Veterans may receive appropriate credit for education preparation and experience acquired while in the armed forces. A veteran with an honorable discharge from active duty can receive such credit in accordance with the recommendations of the American Council on Education. Veterans should contact the Registrar's Office for assistance and should submit a

copy of their Dd214 and an official military transcript (AARTS-Army, SMART-Navy/Marines, and Community College of the Air Force).

Attendance at Neighboring Universities and Colleges

Students who would like to supplement Concordia's curriculum offerings may consider attending other area schools such as the University of Michigan, Eastern Michigan University, Cleary University or Washtenaw Community College on a part-time basis while they are attending Concordia. Written approval from the Registrar is required before enrolling in courses outside of Concordia University–Ann Arbor. Michigan Uniform Undergraduate Guest Applications for all Michigan colleges and universities are available. The student is responsible for tuition charges from another institution, and those credit hours are not considered part of the student's Concordia course load, unless a signed consortium agreement is executed through the financial aid office or an articulation agreement exists between the two schools.

Earning an Additional Baccalaureate Degree

Anyone who has already earned a baccalaureate degree from Concordia University–Ann Arbor or any other regionally accredited college or university may apply for admission to seek an additional baccalaureate degree under the following conditions:

The student must meet all degree requirements (including general studies) with the exception of the requirement for 128 credits; however, the student must earn at least 30 credits (beyond those used for any previous baccalaureate degree) at Concordia University–Ann Arbor.

Any major or minor included in a previous degree cannot be included in the new degree; however, a previous minor can be the basis for a new major.

Academic Recognition

Commencement and Graduation

Eligibility to participate in commencement

Each student is eligible to participate in one commencement ceremony per degree/diploma. Approximately four months before each commencement, the Registrar's Office will make a Commencement Application available to each junior, senior and post-BA student. The application must be completed and returned by the indicated deadline in order to participate in the commencement ceremony and/or receive a diploma. Diplomas are distributed only when all Concordia academic requirements are met and all financial obligations to the University are fulfilled.

Commencement with Honors

Cumulative grade point averages are based only on course credit earned at Concordia. Honors recognition is recorded in the commencement program and on the diploma but not on the transcript. Faculty policy stipulates that only 15 percent of the participants in each commencement are so recognized. Additional details are available in the faculty policy or at the Registrar's Office. Only degree-seeking undergraduate students are eligible for honors.

Eligibility to receive diploma

A student is eligible to receive a diploma after meeting all academic requirements and financial obligations. The diploma is sent to the student's address on record in the Registrar's Office as soon as it is available.

Eligibility to receive a baccalaureate or associate transcript

A student is eligible to receive an official transcript indicating successful completion of a degree immediately upon meeting all academic requirements and financial obligations. An unofficial transcript is mailed to the student immediately upon the completion of all academic requirements. Additional transcripts may be sent upon written request from the student. There is no fee for transcripts.

Dean's List

A student who completes **12 or more graded credits** during a given semester and has a grade point average for that semester of 3.5000 or higher is eligible for the Dean's List for that term. At least 12 of the semester credits must earn letter grades other than P, NC, AU, I, or W to qualify. All I–Incomplete grades for the given semester must have a final grade assigned for a student to be eligible for the Dean's List.

Division Scholars

Each spring, divisions may elect a limited number of students for recognition who have distinguished themselves in their field.

Areas of Study

The requirements described on the following pages are continuously updated in order to provide students with the best possible educational opportunities. The listings, therefore, are subject to revision as announced.

Programs/Majors/Minors

These terms are used to describe courses of study listed on the following pages.

Program is the term used to describe the courses and requirements for a specific professional preparation and do not include major/minor requirements.

Majors are blocks of courses in an academic subject or a field of several related subjects. Majors require a minimum of 30 semester hours of credit. Majors, however, may require more than 30 credits.

Minors are similar to majors but require a minimum of 20 credits. Minors, however, may require more than 20 credits.

Emphases are particular sets of requirements within a major that differentiates areas of study in that major. Typically this takes the form of a specific set of courses that the student is required to take within the major in order to complete the given emphasis. It does not require credits over and above the number required by the major itself.

Concentrations are particular sets of requirements accompanying and in addition to the major that enhance the learning outcomes of the major. Concentrations require a minimum of nine credits in addition to the associated major.

Emphases and concentrations must be taken as part of or in addition to the required credits in the major.

Credits listed in this catalog are always semester credits.

MAJOR(S)	MINOR(S)	CONCENTRATION (S)
Art	Art	Accounting
Biblical Languages	Biology (TE: Elem. & Sec.)	Management
Biology (TE: Elem. & Sec.)	Business*	Marketing
Business Administration*	Chemistry (TE: Sec. Only)	Youth Ministry
Communication	Communication	
Criminal Justice*	Early Childhood Education (TE Only: Elem. Only)	
Early Childhood Education (TE Only: Elem. Only)	English (TE: Elem. & Sec.)	
English (TE: Elem. & Sec.)	Greek	(TE) These majors and minors may be selected by Elementary and/or Secondary Education students.
Family Life*	Health Education	
Information Systems Management	History (TE: Elem. & Sec.)	
Integrated Science (TE: Elem. Only)	Integrated Science (TE: Elem. Only)	
Language Arts (TE Only: Elem. Only)	Journalism	
Mathematics (TE: Elem. & Sec.)	Language Arts (TE Only: Elem. Only)	
Music (TE: Elem. & Sec.)	Mathematics (TE: Elem. & Sec.)	
Music: Church Music	Music (TE: Elem. & Sec.)	
Parish Communication & Leadership	Philosophy	
Physical Education (TE: Elem. & Sec.)	Physical Education (TE: Elem. & Sec.)	
Pre-Medical/Pre-Dental	Physical Science	
Professional Communication	Physics (TE: Sec Only)	
Psychology (TE: Sec. Only)	Psychology (TE: Elem. & Sec.)	
Religious Studies	Religious Studies	
Social Studies (TE: Elem. & Sec.)	Social Studies (TE: Elem. Only)	
Theatre	Sociology	
Undecided	Spanish (TE: Elem. & Sec.)	
Individualized majors or minors are possible. Separate paperwork must be submitted. See below.	Speech (TE Only: Elem. Only)	
	Speech (TE Only: Sec. Only): Communication Emphasis	
	Speech (TE Only: Sec. Only): Theatre Emphasis	
	Theatre	

Guidelines for Individualized Majors and Minors

Students may design individualized majors or minors if the existing curriculum does not meet their specific needs. Such sequences must be consistent with the mission and purpose of Concordia University. The number of credits required must be consistent with the num-

ber required in standard majors or minors at Concordia University, Ann Arbor. The following additional criteria apply:

- a. The quality of the proposed major or minor must be comparable to that of generally approved majors or minors;
- b. Two-thirds of the major and one-half of the minor must be at the upper level;
- c. No more than one-third of the courses offered for the major/minor may be in General Studies;
- d. No more than one-third of the credits may be accepted in transfer;
- e. Independent studies and internships are limited to forty percent of the major or minor;
- f. Students must take courses from more than one faculty member.

Students take the initiative in designing the curriculum. They prepare a one-to-three word title and rationale for their design, with a listing of courses to be completed. The design may be disciplinary in nature, interdisciplinary, or thematic. It may stand alone as a sequence. If a minor, it may offer collateral support for a primary sequence or career goal. Students select one or more advisors and obtain approval of the division(s) involved in the major or minor upon recommendation of the advisors. The Vice President of Academics oversees the process, approves each individualized major and minor, and initiates evaluation through the Assessment Council.

Degree Requirements

Revisions in degree requirements and academic regulations take effect on the first day of July following their adoption by the faculty and the Board of Regents. Students at Concordia University will normally follow the degree requirements and academic regulations in effect at the time of their admission; however, a student who changes a major, minor, or program may be required to follow the requirements in effect at the time of the change. Such a decision would be based on the availability of required courses and may be appealed to the appropriate division or dean. Revised requirements by government agencies or certification associations may influence the student's degree requirements regardless of previously stated requirements.

Students are expected to read the regulations of the University and to conform to them. The student, not the University or any member of the faculty or staff, is responsible for meeting the requirements for a degree. Petition forms for the substitution or waiver of a requirement are available from the Registrar and must be approved according to the faculty policy.

Registration and payment of fees imply an agreement by the student to conform to regulations of the University. Failure to meet obligations to the University, financial or otherwise, will be cause for refusal to issue a degree, transcript, and diploma.

Final responsibility for meeting all graduation requirements rests with the student.

Master of Science Degree (M.S.)

Degree requirements are established by each area in which a graduate degree is offered. See page 107 for further details.

Bachelor of Arts Degree (B.A.): Accelerated Degree Program

Degree requirements are established by each area in which a bachelor's degree is offered. See page 96 for further details.

Bachelor of Arts Degree (B.A.): Traditional Programs

The requirements of each major/minor/program are listed on other pages. All traditional students must complete the general studies requirements described below to earn a bachelor's degree.

General Degree Requirements: Traditional Programs

1. The student must have a minimum cumulative grade point average of 2.0000 for all graded courses and for the courses in any major, minor, or program. Some majors/minors/programs require a higher grade point average.
2. Courses that are not considered to be college level (normally courses numbered below 100) will not be counted toward a degree.
3. If no credit hours have been added to the student’s Concordia transcript for two or more calendar years, the student must apply (through the Office of Admission) for readmission and meet the requirements in effect at the time of readmission.
4. The student must provide the Registrar with an official transcript showing high school graduation (or an official copy of GED scores) sent directly from the high school (or testing center) to Concordia and official transcripts sent directly from any other regionally accredited colleges or universities attended by the student to Concordia.
5. An application for commencement/diploma must be filed with the Registrar in a timely manner.
6. The student must fulfill all financial obligations to the University.

General Studies Requirements for Traditional Students

The curriculum required of all B.A. students (except for the Accelerated Degree Program) is summarized in broad outline as follows:

Proficiency Requirements*	0-14 credits
Foreign Language I & II	6
Mathematics**	2
Speech	3
Writing	3

*Student may complete proficiency requirements by exam or by course work. In some cases, proficiency can be established without earning college credit. See General Studies Proficiency Requirements (p. 38).

**Any mathematics course must be more advanced than Intermediate Algebra and requires a grade of C- (1.6667) or better.

General Studies Core	35 credits
GST151 Introduction to Campus Computing	2
GST182 Freshman Seminar	1
ATS281 Living with the Arts	3
BIV131 Introduction to the Christian Religion	3
Choose one of these	
BIV132 Sacred Scripture	3
REL241 Biblical Literature I	3
REL242 Biblical Literature II	3
HER100-299 (various courses)	3
INS100-299 (various courses)	3
LAN282 Language, Communication, and Culture or a second year (third semester) foreign language course	3
NAT281 (various titles)	3
NAT282 Biology and the Whole Person	3

At least one upper-level (300+) course from two of the following categories:	6
Arts (ATS)	
Heritage (HER)	
Institutions (INS)	
Physical Activity Courses	2
Major(s)/Minor(s)/Program(s)	30+ credits
Senior Project	1-5
Major(s) and/or Minor(s) – minimum	30
Electives	0-63 credits
Minimum Total required = 128 credits	

Notes:

1. Of the 128 hours required for graduation, at least 30 hours (including at least six credits in every major, minor, or program; two upper-level General Studies courses; two upper-level writing-intensive courses; and a senior project) must be completed in courses offered by Concordia University, Ann Arbor.
2. A student must complete a minimum of one approved major. Elementary Teacher Education students have the option of completing two approved minors.
3. The sponsoring divisions must certify the completion of approved majors and minors.
4. Professional program requirements must be met for students seeking certification in a designated program. The sponsoring program director must certify the successful completion of the program.
5. A student must pass at least two courses with the designation writing-intensive (w).
6. Senior Project: The Senior Project is the culminating activity required in the senior year for the completion of the bachelor's degree. It is carried out within the context of the student's major or program but draws on all the student has learned. The Senior Project may take a variety of forms: independent research and writing, performance, collaborative work with a faculty member, an internship, etc. The senior project may carry a variable number of credits, depending on departmental requirements. The Senior Project requires a minimum grade of C. See your advisor or the Registrar's Office for further information.

Associate in Arts Degree (A.A.)

Concordia University offers this degree only with a General Studies designation.

General Degree Requirements: Associate Degree

1. The student must have a minimum cumulative grade point average of 2.0000 for all graded courses
2. Courses that are not considered to be college level (normally courses numbered below 100) will not be counted toward a degree.
3. If no credits have been added to the student's Concordia transcript for two or more calendar years, the student must apply (through the Office of Admission) for readmission and meet the requirements in effect at the time of readmission.
4. The student must provide the Registrar with an official transcript showing high school graduation (or an official copy of GED scores) sent directly from the high school (or testing center) to Concordia and official transcripts sent directly from any other regionally accredited colleges or universities which the student attended to Concordia.
5. An application for commencement/diploma must be filed with the Registrar in a timely manner in order for the student's name to appear in the commencement program.
6. The student must fulfill all financial obligations to the University to be eligible for commencement honors, or to receive a diploma.

The core curriculum required of all A.A. students is described in broad outline as follows:

Proficiency Requirements*	0-14 credits
Foreign Language I & II	6
Mathematics**	2
Speech	3
Writing	3

*Student may complete proficiency requirements by exam or by course work. In some cases, proficiency can be established without earning college credit. See General Studies Proficiency Requirements (p. 38).
 **Any mathematics course must be more advanced than Intermediate Algebra and requires a grade of C- (1.6667) or better.

General Studies Core	29 credits
GST151 Introduction to Campus Computing	2
GST182 Freshman Seminar	1
ATS281 Living with the Arts	3
BIV131 Introduction to the Christian Religion	3
Choose one of these	
BIV132 Sacred Scripture	3
REL241 Biblical Literature I	3
REL242 Biblical Literature II	3
HER100-299 (various courses)	3
INS100-299 (various courses)	3
LAN282 Language, Communication, and Culture or a second year (third semester) foreign language course	3
NAT281 (various titles)	3
NAT282 Biology and the Whole Person	3
Physical Activity Courses	2

Electives **17-31 credits**

Minimum Total required = 60 credits

Note: At least 30 credits must be earned through courses offered by Concordia University, Ann Arbor.

General Studies Curriculum Overview

Based on the University’s mission of preparing men and women for a life of service in the church and in the world, the General Studies curriculum provides a set of experiences, knowledge, and skills necessary for a life of Christian service. The curriculum introduces the liberal arts through interdisciplinary study, with a focus on problem-solving. The student will confront ambiguity, complexity, and synthesize disciplinary insights into a comprehensive understanding of selected problems in the context of Christian faith and values.

Outcome Domains

Content Areas: Explore the interrelationships between disciplines, probe their assumptions, and understand their contexts and methods of analysis. The categories of Heritage, Institutions, and the Arts provide the content for problem identification. Problems are framed within the following contexts:

- Exploring the Christian Faith
- Functioning within Social Institutions

- Using the Arts
- Using Science and Technology

Process Areas: Develop critical thinking and problem solving through interdisciplinary perspectives where the focus is on the process of analyzing problems too large for study by one discipline. Coursework emphasizes:

- Communicating
- Solving Problems
- Clarifying Values

Senior Project: Integrative exercise that demonstrates the use of interdisciplinary skills to answer a question, interpret a phenomenon, or solve a problem.

Categories of Learning and Course Requirements

Introduction to Campus Computing

2 credits

Description of Category

Introduces the student to the campus networked environment, and current information technologies. Students achieve beginning-level technological literacy to enable them to be successful with course work.

Course Requirement

GST151 Introduction to Campus Computing

Freshman Seminar

1 credit

Description of Category

Freshman Seminar uses the principles of effective learning as identified by psychologists, to help students develop academically, as well as in their personal relationships with others. The seminar promotes academic success in the General Studies Core and presents models for understanding interdisciplinary study.

Course Requirement

GST182 Freshman Seminar: The Psychology of Relationships and Effective Learning

Categories of Arts, Heritage, and Institutions

15 credits

Arts

Description of Category

Core studies in the arts focus on understanding and encountering both verbal and non-verbal forms of communication within the human experience. Students will develop a variety of critical and analytical approaches to the literary, visual, and musical arts, enabling them to apprehend the possibilities for expression and the complex interplay between individual talent, artistic tradition, and historical context. The arts involve heightened and concentrated forms of human experience, worlds of unexpected insights, intuitions, and emotions. Because the arts provide mirrors that uniquely reflect and refract human experience, they broaden our notions about our view of the world.

Course Requirements

Lower level: Any AT5100-299 course

Upper Level: Any AT5300-499 course

Heritage

Description of Category

The present drives all of us to ask questions of the past, and the questions we ask of past events are the result of our own values and experiences. Conversely, the culture in which we live and which we know is the result of events, choices, and values extending from the past.

This core area concerns the relationship of humans to their past as a form of inquiry and understanding, including broad ranging explanations of major aspects of the modern world, global or near-global in their scope. In addition, students need a sharper focus on detailed controversial and transforming events, now removed in time that can be studied in detail without contemporary passions, though not without value framework and biases. The aim is developing an understanding of the intricacy of an event that through individual decisions helped shape a portion of the modern world. The content in this category need not concern only matters of politics and economics, the substance of traditional history, but may include material from the arts, science, literature, and religion.

Course Requirements

Lower level: Any HER100-299 course

Upper level: Any HER300-499 course

Institutions*Description of Category*

Society is organized. We work, act, and worship within institutions and bureaucracies and groups. It is extremely important to a life of service that students understand how institutions, and the individuals within them, function. The focus of the core here is on the relationship of human to human and on the cooperative completion of tasks. Though this core area will borrow heavily from social science concepts and methods, it is not intended to provide a broad survey of all the social sciences. Instead, the intent of this core area is to show what we understand and how we can better understand the behavior of people and institutions. Since institutions operate within every part of society, courses in this area could select content from any aspect of human endeavor and analyze it from several viewpoints.

Course Requirements

Lower level: Any INS100-299 course

Upper level: Any INS300-499 course

Language**3 credits***Description of Category*

The study of language is an encounter among people who name the world. Its use is an act of creation implicit in our history, reflected in our social and political institutions, and profoundly identified with our calling in the world. The focus here is on how humans develop and use symbols of all kinds to tell others about themselves and their needs. The methods involve the exploration of existing texts, both spoken and written, as well as the production of materials that communicate student viewpoints. Moreover, because symbolic expression moves beyond reading and writing, this core area should include visual, graphic, and aural dimensions of human experience.

Course Requirement

The requirement has the following options:

Spanish, French, German, Classical Greek or Biblical Hebrew at the intermediate level 3 credits

OR

LAN282 Language, Communication, and Culture 3 credits

Nature**6 credits***Description of Category*

Human culture exists within and depends upon the relationship between humans and the environment in which they live. This core area emphasizes the principles about the physical

world that underlie it. It incorporates both predictive and deductive analysis of natural phenomena through quantitative treatment of their simple elements. It also includes a study of more complex systems that cannot be understood on the basis of their simple elements and require more descriptive and historical accounts. Virtually every aspect of human existence depends on an understanding of how nature works, how the physical world functions.

Course requirements

One of these:

NAT281a Investigation of Energy, Temperature and Heat	3 credits
NAT281b Chemistry in Context	3 credits
NAT281c Investigation of a Changing Earth	3 credits

And:

NAT282 Biology and the Whole Person	3 credits
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Vocation

Description of Category

Humans do not just exist in the universe. They expend a great part of their lives trying to produce effective results through their actions in the world. The emphasis in this core area is on what constitutes productive labor, the value we place upon it, the value we ought to place on it, and on the range and variety of human endeavor and production. In keeping with the mission of the University, vocation is viewed on the one hand, in its broadest context, as the practice of freedom always existing in reality containing mankind, never abstract, isolated, independent, and detached. On the other hand, it is necessary that we attempt to match our skills, interests, and abilities to specific opportunities to serve and labor. Thus materials may range from narrow questions of career development to the broadest possible philosophical questions of calling to action in the world. There is no specific course requirement in the Vocation Category, but the idea of Christian vocation is addressed in several General Studies courses.

Biblical Identity and Valuing

6 credits

Description of Category

The focus here is the nature of humans as individuals in the world, called into existence by God. The emphasis is on who each of us is, the influences that shaped us, the things that have been and ought to be important to us. Identity brings coherence to experience, and thus requires critical thinking – thinking which discerns an indivisible union between the world and human beings, and thinking which perceives reality as a process, as transformation, rather than as a static entity. Studies ought to look at various value systems and ways of identity-making and ask students to analyze them while confronting them. Students will wrestle with the problems of developing Christian humanism as a value stance in a world in which there are many, very different, definitions of value and identity. To meet the needs of students seeking a vocation in church work, there are two categories of course requirements:

Course Requirements

A. General Students

BIV131 Introduction to the Christian Religion	3 credits
BIV132 Introduction to the Sacred Scriptures	3 credits

B. Church Worker Preparation Students

BIV131 Introduction to the Christian Religion	3 credits
BIV241 Biblical Literature I: Old Testament	3 credits
BIV242 Biblical Literature II: New Testament	3 credits

General Studies Curriculum Proficiency Requirements

Foreign Language Proficiency

All regularly admitted freshmen must register for a foreign language (Spanish, French, German, or Greek). Entering freshmen whose high school transcripts indicate a minimum of two years of study of Spanish, French, or German with a “B” average or better are eligible to take the proficiency examination in that language.*

Students whose exam scores indicate full proficiency are exempted from the requirement for basic language study. Students whose exam scores indicate proficiency equivalent to 101 level (“half proficiency”) are exempted from the first semester 101 foreign language course, but are required to take the second semester 102 level course in the same foreign language.

*Proficiency may be demonstrated in other foreign languages for which standardized exams exist.

Writing Proficiency

Concordia University requires that students demonstrate proficiency in written English on both basic and upper levels. Students with an ACT (English section) score of 24 or higher are eligible to take the Writing Proficiency Exam during preregistration.

Students who are not eligible to take the Writing Proficiency Exam, or who do not pass the exam, will register for ENG101: English Composition. This writing proficiency may also be satisfied by passing an appropriate College Level Examination Program (CLEP) test or by credits awarded through the Advanced Placement (AP) Program.

The upper level writing proficiency requirement is met by successful completion of two upper level courses designated “W.” These are courses in various academic disciplines and include writing instruction and projects.

Oral Communication Proficiency

Concordia University–Ann Arbor (CUAA) requires that students in traditional degree programs demonstrate basic proficiency in speech communication. The proficiency may be demonstrated in either of two ways: (1) by successfully completing COM201 Speech Communication (3 credits), or (2) by passing the Oral Communication Proficiency Exam. The proficiency exam may be taken by students who score 24 or higher on the English section of the ACT and received an average grade of “B” or better in at least two semesters of high school speech communication courses.

Mathematics Proficiency

Each graduate of CUAA must demonstrate that he/she has acquired an acceptable level of knowledge in mathematics. A student may demonstrate that an acceptable level of knowledge in mathematics has been achieved in one of the following ways.

- a. The student must score 25 or higher on the mathematics portion of the ACT (or 600 or higher on the mathematics portion of the SAT) and receive a grade of B- or better in at least one year of high school math at the subject level of Algebra II (Advanced Algebra) or higher.
- b. The student must receive a grade of C- or better in a college level mathematics course (2 or more credit hours) at a subject level higher than college intermediate algebra. At CUAA, courses that can be used to obtain mathematics proficiency are those numbered MAT110 or higher.

Technology Proficiency

Concordia University requires that all students demonstrate proficiency in the critical use of information technology. Students demonstrate proficiency by successfully completing GST151 Introduction to Campus Computing or by passing the computer proficiency exam.

THE ETHEL M. HAAB SCHOOL OF BUSINESS & MANAGEMENT

The Ethel M. Haab School of Business and Management provides a solid foundation of professional business and management skills through a commitment to personalized education and leadership development within the context of Christian values. Men and women are prepared to be competent, ethical and service-oriented leaders with the ability to initiate, and contribute to, positive change in their organizations, church, and community. Internships, senior projects, and leadership courses are required components of the Haab School education.

The Haab School of Business and Management offers a collaborative environment for students by providing a quality business education while partnering with businesses and other colleges and universities to enrich the student’s educational experience. A collaborative initiative with Eastern Michigan University offers students the opportunity to select accounting and finance concentrations.

The learning experiences of the Haab School are integrated with the learning experiences of Concordia University–Ann Arbor’s (CUAA) core curriculum. The majors and minor provide each student with a broad exposure to the essential areas of business. This is combined with the development of such liberal arts skills as critical thinking, effective communication, and a general knowledge of our society’s cultural and historical roots. Upon completion, the business student is able to demonstrate competencies in his/her ability to:

1. Function effectively within business organizations
2. Communicate clearly in a variety of modes
3. Solve problems and implement solutions
4. Make ethical, business and managerial decisions
5. Access, manage and evaluate information
6. Exhibit leadership skills
7. Utilize appropriate business technology
8. Excel in professional business behavior

Scholarships are available to business students, both at the university level, through the Haab Scholars program, and other individual funds such as the Marsh Scholarship Fund.

Eligibility Requirements:

- Completion of at least 24 credits with a GPA of 2.0 or better
- Completion of MAT 111 with a C or better
- BUS 101, 111 completed at CUAA with C or better*

*transfer students may substitute an additional letter of reference and additional essay, with written permission from the dean of the Haab School, assuming 2.0 in each of two business courses taken from an accredited university.

Application Process for Admission: completion of application, written essay, two letters of recommendation (one from a business department professor) and an interview.

Maintaining Good Standing: an overall GPA of 2.0 must be maintained in each business course and in each semester.

Business Administration Core

Junior level standing must be attained before taking all 300 and 400 level business courses.

Business Administration Major

59 credits

BUS101 Introduction to Business*

3

BUS111	Leadership	3
ECO200	Economics	3
ACC201	Accounting I	3
ACC202	Accounting II	3
COM202	Business Communication*	3
BUS251	Information Management and Technology*	3
MAT261	Elementary Statistics*	3
BUS311	Principles of Management*	3
BUS321	Business Law	3
BUS331	Principles of Marketing	3
BUS353	Finance	3
BUS356	Organizational Behavior	3
BUS357	Human Resource Management	3
BUS358	Operations Management	3
BUS451	Global Dimensions of Business	3
BUS460	Ethical Decision Making & Leadership	3
BUS465	Business Policy	3
BUS482	Senior Project Proposal	1
BUS483	Senior Project	1
BUS490	Business Internship	3

*these courses may be taken without admission to the Haab School

CONCENTRATIONS in specialized areas are available in **Marketing, Management, and Accounting**. Additional concentrations are also under development.

Accounting Concentration

The accounting concentration is designed to provide students with greater knowledge and skill in the accounting of businesses and organizations. An essential business function, accounting is the language of business. Concordia's accounting students will select a curriculum that enhances their understanding of the accounting function within an organization, and the ethical issues that go hand-in-hand with accounting.

In addition to completing the requirements for a Bachelor of Arts in Business Administration, the student will take four additional accounting courses at Eastern Michigan University:

Accounting Concentration

ACC241	Principles of Managerial Accounting	3
ACC296	The Accounting Cycle and Profession	3
ACC340	Intermediate Accounting	3
ACC356	Accounting Information Systems	3
or		
ACC344	Principles of Taxation3	3

Marketing Concentration

The marketing concentration is designed to provide students with greater knowledge and skill in the marketing of businesses and organizations. Concordia's marketing students will select a curriculum that enhances their understanding of important marketing elements that are critical to any organization.

Marketing Concentration

BUS331 Principles of Marketing	3
BUS360* Consumer Behavior	3
BUS3xx* Public Relations	3
BUS410 Advertising	3
BUS420 Marketing Research	3

* xx denotes courses under development

Management Concentration

The management concentration is designed to provide students with the tools of planning, organizing, directing and evaluating to lead and motivate individuals and groups in goal attainment within changing organizational environments. They will develop the reading, writing, and analytical skills necessary to successfully manage within an ever changing world;

Management Concentration

BUS312 Management II Supervision	3
BUS4xx* Entrepreneurship	3
BUS4xx* Retail Management	3
BUS4xx* International Management	3

* xx denotes courses under development

The Business Minor

Is available by obtaining 24 credits:

Business Minor	24 credits
BUS111 Leadership	3
BUS101 Introduction to Business	3
COM202 Business Communication	3
ACC201 Accounting	3
BUS311 Principles of Management (w)	3
Plus: Three additional upper level business courses, 3 credits each, approved by a Haab School faculty advisor, and based upon the career goals of the student.	9

Business Course Prerequisites

Course # / Title	Prerequisites
ACC201 Accounting I	BUS101
ACC202 Accounting II	ACC201
BUS101 Introduction to Business	None
BUS111 Leadership	None
BUS251 Information Management & Tech	BUS101 and sophomore standing
BUS252 Organizations Applied	BUS101 or BUS111
BUS311 Principles of Management (w)	ENG101
BUS321 Business Law	BUS101
BUS331 Principles of Marketing	BUS101
BUS353 Finance	ACC202 and ECO200 and MAT111
BUS356 Organizational Behavior	BUS101 and BUS311
BUS357 Humanresource Management	BUS101 and COM202

Course # / Title	Prerequisites
BUS358 Operations Management	MAT111 and MAT261 and BUS311
BUS360 Consumer Behavior	BUS331
BUS420 Marketing Research	BUS331
BUS451 Global Dimensions of business	BUS353 and BUS356
BUS460 Ethical Decision Making and Leadership	BUS111 and BUS356
BUS465 Business Policy	BUS353 and BUS 460 and senior class standing
BUS482 Senior Project Proposal	None
BUS483 Senior Project	BUS482 and BUS490
BUS490 Business Internship	Instructor's Permission Required
COM202 Business Communication	None
ECO200 Economics	MAT111
MAT111 College Algebra	MAT101 (or higher)
MAT261 Elementary Statistics	MAT101 (or higher)

SCHOOL OF EDUCATION

Bachelor's Degree Programs

Concordia's School of Education (SOE) curriculum has been developed to be fully consistent and in compliance with all standards and requirements established by the Michigan State Department of Education, the National Council for Accreditation of Teacher Education (NCATE) and the professional organizations governing the content specialty areas of majors and minors. Successful completion of the curriculum qualifies candidates for the Bachelor of Arts Degree and teacher certification and, if desired, a Lutheran Teacher Diploma. The School of Education offers two programs, elementary teacher education and secondary teacher education. Each is described below.

School of Education Mission Statement

"Concordia's School of Education prepares entry-level elementary and secondary teachers for the church and community who are able to provide effective servant-leadership, prepared for reflective practice, and committed to life-long learning and strengthening of practice."

Conceptual Framework/Program Outcomes

The SOE has created and adopted a set of Program Outcomes, providing a description of the knowledge, skills and dispositions candidates are expected to demonstrate in order to receive the recommendation for a state teaching certificate. Each candidate's progress towards achieving these outcomes is assessed and documented throughout progression through his/her program and is the primary basis for determining admission and continuance in program, admission into the Directed Teaching experience, and program completion. The ten Program Outcomes are:

SL1. Caring Relationships: Concordia's graduates reflect a disposition of service as they nurture caring and supportive relationships with students, families, and colleagues.

SL2. Each Child: Concordia's graduates espouse each student as a unique child of God, full of potential.

RP3. Disciplinary Knowledge: Concordia's graduates know and understand the concepts, skills, and frameworks of the subjects appropriate to their certification.

RP4. Theory into Practice: Concordia's graduates help every student learn by using their understanding of learning, development, and human motivation to design instruction which is responsive to student diversity and individual differences.

RP5. Well-Aligned Instruction: Concordia's graduates can deliver well-differentiated and well-aligned instruction that empowers students as learners.

RP6. Communication and Collaboration: Concordia's graduates communicate effectively and foster collaboration which supports students and their learning.

RP7. Teaching Contexts: Concordia's graduates use their knowledge of the social, historical, economic, legal, and cultural foundations of education to assess and respond to the dynamics of their classroom, school, and community.

RP8. Appropriate Technologies: Concordia's graduates make appropriate use of appropriate technologies.

LL9. Learning Communities: Concordia's graduates pursue, interpret, and share professional knowledge and the wisdom gained from practice in order to improve their effectiveness and to strengthen the profession.

LL10. Strengthening Practice: Concordia's graduates continue growing in their knowledge, skills, and dispositions to enhance student learning.

Field and Clinical Experiences

Most SOE courses include required field and clinical experiences. These provide opportunity to develop skills and dispositions and to demonstrate progress towards the Program Outcomes. Assessments of candidates' success in each field-based experience will be completed by the course instructor or cooperating teacher. Selected assessment rubrics will become part of the candidate's application file for use in considering qualifications for admission into Program and into the Professional Semester.

All field-based requirements are expected to be completed before the end of the course within which it is assigned. Satisfactory course grades (letter grade C or higher) require satisfactory completion of both the hours and the activities assigned.

Post-Bachelors Waiver

Up to half of the field work in pre-admission courses (EDU220, EDU301 and EDU302) may be waived for Post-Bachelors Certification candidates who provide documentation and reflective summaries of previous work or volunteer experiences with children. Details on applying for the waiver are available from course instructors. Instructors will approve or deny requests in consultation with the SOE Dean.

Scheduling Field Based Experiences

Specific times for pre-admission field work hours are not included in the scheduled class times; candidates need to arrange one to two hours weekly for their completion. Required clinical hours are included in the class schedules of the Elementary Education courses and some of the Secondary Education methods courses. Candidates may be responsible for their own transportation to field sites. Sites and field activities will be selected and assigned through the course instructor.

Eligibility for Participation in Field Based Activities

Michigan's Board of Education's practice has been to deny, revoke or suspend a teaching certificate for misdemeanor or felony convictions involving criminal sexual conduct, convic-

tions of child abuse, or distribution of a controlled substance to a minor. In response to the State's regulations regarding such infractions, the SOE has created the Rule 101.1 Statement which must be completed and submitted at the start of each semester involving field experiences. The Statement is also a part of the application process for admission to Program and the Professional Semester and when requesting a recommendation for certification.

If a candidate replies positively to any of Statement's questions regarding conviction or charges related to felonies or certain misdemeanors, involvement in field-based experiences will be postponed until the Dean determines, in consultation with the Michigan Department of Education, whether the conviction or charge is serious enough to indicate the strong possibility of eventual denial of a teaching certificate by the State. If it is determined that such a possibility exists, the candidate may be denied the opportunity to participate in field-based experiences and will be counseled to withdraw from the teacher education program.

It is the candidate's responsibility to immediately report to the SOE Dean any changes in previously submitted Rule 101.1 Statement responses.

Enrollment in School of Education Courses

Enrollment in the following teacher education courses is open to any CUAA student who has met course prerequisites:

EDU220 Foundations of Education: Learning and Schooling

EDU301 Adapting for Diversity

EDU302 Adapting for Exceptionalities

EDU345 Adapting to Adolescent Learners

EDU408 Teaching the Christian Faith

ECE 201 Foundations of Early Childhood Education

Enrollment in all other courses offered by the School of Education requires formal admission into one of the Teacher Education programs.

Minimum Grade in Professional Studies Courses

In order to be eligible for the Professional Semester and program completion, a final grade of C (2.0) or higher is required for all required professional studies courses.

Applying for Admission and Certification

The SOE Dean is responsible for making final decisions regarding admission and continuance in Program, admission into the Professional Semester, and recommendation for state certification at program completion. In making all such decisions, the following are required and considered:

- Written application by the candidate.
- Written recommendation and support of faculty members.
- Documented evidence of the candidate's understanding of, continued progress towards, and successful achievement of the Program Outcomes.
- Satisfactory completion of all required coursework and clinical experiences.
- Evidence that the candidate exhibits appropriate professional behaviors, ethics, dispositions and character.
- Specific criteria and processes for each step are described below. In addition to the things noted, the Dean may request additional evidence including, but not limited to:

- The Vice President of Student Services' support, provided in writing, of the candidate's application.
- A criminal background check.
- Additional recommendations or letters of reference.
- Written statements in which the candidate expresses his/her understanding of the program outcomes, professionalism or other relevant issues.

Admission into Program

The following are requirements for applying for admission into the Elementary or Secondary Education Program:

- A. **Prerequisite Courses and Field Work:** To submit an application to a Teacher Education program, applicants must have satisfactorily completed or currently be completing the following prerequisite courses and their related field work experiences with a minimum grade of C or 2.0.

Course	Field work hours
EDU220 Foundations of Education: Learning and Schooling	20
One of these:	10
PSY211 Child Psychology (Elementary)	
PSY212 Adolescent Psychology (Secondary)	
PSY214 Psychology of the School-aged Child (K-12 Programs Only)	
EDU345 Adapting to Adolescent Learners (Secondary)	20
EDU301 Adapting for Diversity	20
EDU302 Adapting for Exceptionalities	20

- B. **Basic Skills:** Applicants must demonstrate basic competency in reading, mathematics, and writing by passing all three sections of the "Basic Skills Test" of the Michigan Tests for Teacher Certification (MTTC). (Preparation and registration materials are available at www.mttc.nesinc.com. Tutoring support is available through Concordia's Academic Resources Center.)
- C. **Writing Sample:** Applicants must complete an extemporaneous writing assignment, which is assessed by the Dean or a faculty member designated by the Dean. If the writing sample raises concerns about a candidate's writing ability, a plan for strengthening those skills must be prepared by the candidate and the Director of the Academic Resource Center and submitted for the Dean's approval. The candidate's eventual admission into the Professional Semester will be contingent upon successful completion of that plan.
- D. **GPA:** Applicants must hold a cumulative grade point average of 2.5 or higher in order to submit an application.
- E. **Degree Plan:** Applicants must submit a semester by semester plan for meeting all graduation and certification requirements, prepared in consultation with an academic advisor.
- F. **Faculty Recommendations:** Two positive recommendations from faculty members are required for admission. One must be prepared by an instructor from one of the prerequisite education courses (listed above.) The other is to be prepared by a faculty member of the division offering the candidate's major (or, for elementary education candidates with two minors, from a division offering one of the minors.) Recommendation forms are available from the SOE office and should be given directly to selected faculty members by the applicant.
- G. **Admission Interview:** Interviews are conducted by the Elementary or Secondary Education Coordinator and a second SOE faculty member. They are scheduled by the Dean's administrative assistant following confirmation of all requirements.

H. Professional Organization Membership: The candidate must submit evidence of current membership within a professional organization (regional, state or national) appropriate to his/her area of planned certification/endorsement.

Following the interview, all application materials submitted by the applicant, the interviewers' recommendations, and all other items in the applicant's SOE file will be reviewed by the Dean for final approval of admission into Program. In each case, the applicant will either be admitted or denied admission. There is no conditional or provisional admission.

If denied admission, the Dean will inform the applicant in writing as to the reason. The applicant may appeal the decision in writing to the Vice President of Academic Affairs within two weeks from the time of notification. A Review Council, convened by the Vice President, will hear the appeal as quickly as possible and render a decision within two days of the hearing. The Council's decision may be further appealed in writing to the university's president, whose decision will be final.

Continuance in Teacher Education Program

In order to maintain admission to Program, a cumulative GPA of 2.5 or better must be maintained. If a candidate's cumulative GPA falls below 2.5, admission to Program will be immediately suspended and the candidate will be ineligible to continue in professional studies courses. Readmission may be granted by the Dean when the candidate achieves a cumulative GPA of 2.5 or higher.

The Professional Semester

During the semester prior to Directed Teaching, candidates must apply for admission to the Professional Semester.

Requirements for Admission

- A. Eligibility:** To be eligible to submit an application for Directed Teaching, the candidate must have taken courses for at least one semester at Concordia; been admitted into an education program (elementary or secondary;) successfully completed (or be completing) all prerequisite courses and clinical experiences with a grade of C (2.0) or better in each; and hold a cumulative grade point average of 2.5 or higher.
- B. Faculty Recommendations:** Admission into the Professional Semester requires positive recommendations from three faculty members. Elementary candidates should seek recommendations from two instructors of elementary Curriculum & Instruction courses and one instructor teaching within the candidate's academic major or minors. Secondary candidates need recommendations from one instructor of a secondary education methods course and one instructor each from his/her academic major and minor. Recommendation forms are available from the SOE office and should be given directly to selected faculty members by the applicant.
- C. Other Application Materials:** Candidates are asked to include in the portfolio of application materials a current resume and an indication of preferences for their Directed Teaching Placement, using the "Directed Teaching Preferences" form attached to the application.
- D. Writing Sample:** Applicants must demonstrate an appropriate level of competence in writing ability by completing an extemporaneous writing assignment at the time of the Professional Semester interview. The writing sample will be assessed by the Dean or a faculty member designated by the Dean. If the submitted sample raises concerns, the Dean will consult with members of the English division and other faculty members to determine more accurately the applicant's ability level. If, in the judgment of both the Dean of the School of Education and the chair of the English department, the applicant is unable to demonstrate an appropriate level of writing skill, admission to the Professional Semester may be denied.

- E. Professional Organization Membership:** The candidate must submit evidence of current membership within a professional organization (regional, state or national) appropriate to his/her area of planned certification/endorsement.
- F. Professional Semester Interview:** Interviews are conducted by the SOE Dean and a faculty member of the candidate's major or minor. They are scheduled by the Dean's administrative assistant following confirmation of all requirements.

Following the interview, the Dean of the School of Education will review the candidate's application materials, faculty and interviewers' recommendations, and other materials contained in the candidate's SOE file before reaching a decision to approve or deny admission to the Professional Semester. A letter outlining your status will be sent to the candidate by the Dean. Copies will be placed in the candidate's SOE file and sent to his/her academic advisor. The University registrar also receives notification.

Selection/Assignment of Directed Teaching Sites and Mentors

The School of Education has detailed criteria for the identification of schools and the selection of cooperating teachers chosen for Directed Teaching. After interviewing each teacher candidate, the Program Coordinators will identify and assign Directed Teaching placements. Candidates working towards the Lutheran Teacher Diploma will be placed in The Lutheran Church - Missouri Synod schools as a part of the certification process for becoming a rostered teacher within the church. All others will generally be placed into public schools, unless other arrangements are requested.

Program Completion and State Certification

Requirements

- A. Passing Scores on the Michigan Tests for Teacher Certification:** For program completion, Elementary Education candidates must achieve a passing score on the Elementary Education exam of the Michigan Test for Teacher Certification (MTTC). To add specialized endorsements to Michigan's elementary teacher's certificate, passing scores must also be achieved on the MTTC content area tests for the academic major and/or minors.

Secondary candidates must achieve passing scores on the MTTC content area tests in both their academic major and minor areas.

SOE policy states that passing scores on certification-area MTTC tests are required for program completion, whether or not a candidate plans to request a Michigan certificate. It is therefore not possible to earn a BA Degree in Teacher Education from Concordia without passing MTTC scores.

- B. Documentation of Achievement of Program Outcomes:** At the completion of Directed Teaching, each candidate's cooperating teacher(s) and university supervisor(s) will prepare final written evaluations. This "Tier 3" assessment specifically notes success in demonstrating the School of Education's ten Program Outcomes and provides the primary basis for determining the final grade for the Directed Teaching experience.
- C. Training in First Aid and CPR:** As of July 1, 2004, the State of Michigan requires that all applicants for a Michigan Teaching Certificate provide evidence of training in first aid and CPR. When submitting to the Dean the request for a Michigan teaching certificate, a photocopy of a current certificate from Red Cross or American Heart Association must be submitted.
- D. Professional Conference Attendance:** As evidence of achievement of Program Outcomes LL9 and LL10, candidates must provide the SOE Dean with evidence of participation in at least one professional conference (regional, state or national) appropriate to their certification.

Deadline for program completion

All requirements for program completion must be completed within two years (24 months) of withdrawal from the university. Following that deadline, a candidate desiring to return and complete certification requirements will be required to meet any new or changed program requirements.

Procedure for securing a state teaching certificate

Once all program requirements are completed, the candidate may submit a Request for Initial Teacher Certification to the SOE Dean, who serves as the university's certification officer. When program completion and fulfillment of all requirements have been verified, the certification officer will submit the university's recommendation to the State Department of Education electronically. At the same time, the candidate will be provided a letter noting that the recommendation has been submitted. As per Michigan regulations, this letter serves as a 90-day teaching certificate while the recommendation is processed by the Department of Education.

Rule 101.1 Exception: In keeping with Michigan's Rule 101.1 regulations, if a candidate reports conviction for certain misdemeanors or felonies (specified in Michigan's Public Act 97 of the Public Acts of 1995,) details must be noted in the submitted recommendation for certification. In such cases, a 90-day certificate letter may not be provided to the candidate by the certification officer. Receipt of certification will be put on hold, pending the State Department's investigation of the case and final decision regarding certification. Failure to accurately or honestly report convictions or current charges while requesting a teaching certificate may serve as the basis for a denial of certification.

Deadline for requesting certification

The State of Michigan stipulates a five-year window for submitting a program completer's recommendation for certification. Following that deadline, Concordia requires evidence of a minimum of ten additional credits of coursework directly related to the requested area(s) of certification. Ten or more years after program completion, a minimum of eighteen additional credits and evidence of 50 hours of appropriate clinical experiences are required.

Becoming certified in other states

Certification processes and requirements differ slightly from state to state. Concordia strongly encourages all graduates to begin by securing a Michigan certificate, even if they do not intend to find a teaching job within the state. A description of requirements in all 50 states is available at www.uky.edu/Education/TEP/usacert.html.

Bachelors Degree in Elementary Education

Completion of the elementary teacher education program (with a passing grade on the "Elementary Education" test of the Michigan Test for Teacher Certification (MTTC)) leads to certification by the State of Michigan to teach all subjects in grades kindergarten to 5 and all subjects in grades 6 to 8 in self-contained classrooms. Passing the appropriate MTTC content area test also qualifies you to teach in a departmentalized program (grades 6 to 8) in the area(s) of your specialization (major or minors.)

The elementary education program consists of three components - General Studies, Professional Education Studies and Specialty Studies (a major or two minors.) Completion of a fourth component, the Lutheran Teacher Diploma requirements, certifies the candidate to serve in the teaching ministry of the Lutheran Church - Missouri Synod. The following chart outlines these components.

Elementary Education Components	Credits
*General Studies	
Proficiency Requirements (Students may exempt themselves from some or all of the proficiency requirements through testing.)	14
General Studies Core & Physical Activities Requirements	31
Senior Project (if not included in the academic major requirements)	(1–5)
Professional Studies in Education (see below)	44
Specialty Studies for Elementary Education	30 – 37
Select One major/group major or Two minors/group minors (Note: Some majors and minors allow double counting of General Studies credits, reducing their actual credit requirements)	(40 – 48)
Total credits required within program: <i>(*The total may be reduced to 105 – 123 if all proficiencies are exempted)</i>	119–137
Lutheran Teacher Diploma - if desired	13
Total credits required with LTD <i>(*The total may be reduced to 118 – 136 if all proficiencies are exempted)</i>	132 – 151
Electives	credit varies

(A minimum of 128 credit hours are required for a B.A. degree. If total credits fall short, use electives to reach the minimum.)

Professional Studies in Education Courses - Elementary Education
The elementary education professional studies component includes 23 credits of professional education core courses (indicated by an asterisk in the following table) and 21 credits of specialized courses in elementary curriculum and instruction. All courses include prescribed field-based observation and/or clinical practice experiences.

Although individual degree plans may vary, the following table illustrates both the prescribed sequence of professional education courses for an undergraduate candidate and a compressed sequence for Post-Bachelors degree candidates.

Course & Sequence of Study	Recommended Semester	Post-BA Semester
EDU220 Foundations of Education	4 credits Freshman/Second	First
PSY211 Child Psychology	3 credits Soph./First	
EDU301 Adapting for Diversity	2 credits Soph./First	
EDU302 Adapting for Exceptionalities	2 credits Soph./Second	
Pass MTTC Basic Skills Test	Soph./First	
Application for Admission to Teacher Education	Soph./Second	
Block 1 (Must be taken prior to Blocks 2 & 3)		
EDU340 Elementary Curriculum & Instruction	3 credits Jr./First	
EDU341 Literacy & Literature for Children	4 credits Jr./ First	Second
Block 2 (Can be taken concurrently with Block 3)		
EDU422 C&I: Social Studies Education	2 credits Jr./Second	
EDU425 C&I: Music Education	2 credits Jr./Second	
EDU426 C&I: Art Education	2 credits Jr./Second	Third
Block 3 (Can be taken concurrently with Block 2)		
EDU423 C&I: Science Education	2 credits Jr./Second or Sr./First	

EDU424 C&I: Mathematics Education	2 credits	Jr./Second or Sr./First	
EDU427 C&I: Health & Physical Education	2 credits	Jr./Second or Sr./First	Third
EDU440 First Days of School	0 credits	Fall/Sr. Year	Fall/Sr. Year
Application for Admission to Professional Semester			
EDU342 Reading & Writing with Diverse Learners	2 credits	Sr./Second	
EDU441 Directed Teaching: Elementary	12 credits	Sr./Second	Fourth

Specialty Studies in Elementary Education

Elementary education candidates must complete either a major or two minors in addition to the full sequence of elementary education courses. Individuals who, in the two minor option, select Psychology, Spanish or Speech, must choose a second minor from content areas typically taught in elementary classrooms such as English, General Science, Mathematics, Music Education, Physical Education or Social Studies. Concordia's approved majors and minors for teacher candidates in elementary education include:

Specialty Area	State code	Major (credits)	Minor (credits)
Art Education K-12	LQ	Proposed	No
Biology	DA	Yes (32)	Yes (21)
Early Childhood Education	ZA	No	Proposed
English	BA	Yes (31)	Yes (21)
Integrated Science	DI	Yes (40)	Yes (28)
History	CC	No	Yes (21)
Mathematics	EX	Yes (33)	Yes (23)
Language Arts	BX	Yes (37)	Yes (28)
+Music Education	JX	Yes (36)	Yes (24)
Physical Education	MB	Yes (30)	Yes (21)
++Psychology	CE	No	Yes (21)
Social Studies	RX	Yes (36)	Yes (24)
++Spanish	FF	No	Yes (24)
++Speech	BD	No	Yes (20)

+The music education program at Concordia University—Ann Arbor is transitioning to a new program to meet the new Michigan K-12 Music Education Standards (JQ). Students seeking to be admitted to the School of Education in this program entering the program after September 1, 2006 should consult with an advisor for more information. Only the K-12 music education endorsement will be offered after the 2006-07 academic year.

++Spanish, Speech or Psychology minor must be combined w/one of the following minors: English, Mathematics, Integrated Science, Social Studies

Bachelors Degree in Secondary Education

Completion of the secondary teacher education program (with passing grades on the appropriate Michigan Test for Teacher Certification (MTTC) content area tests) leads to certification by the State of Michigan to teach grades seven through twelve in the areas of specialized studies.

The secondary education program consists of four components - General Studies, Professional Education Studies, Specialty Studies (either a major and a minor or a double

major) and, if the degree plan allows, electives. Completion of a fifth component, the Lutheran Teacher Diploma requirements, certifies the candidate to serve in the teaching ministry of the Lutheran Church—Missouri Synod. The following chart outlines these components.

Secondary Education Components	Credits
*General Studies	
Proficiency Requirements (Students may exempt themselves from some or all of the proficiency requirements through testing.)	14
General Studies Core & Physical Activities Requirements	31
Senior Project (if not included in the academic major requirements)	(1-5)
Professional Studies in Education (see below)	32-35
Specialty Studies for Secondary Education	30-36
Select One Major or Group Major and One Minor or Group Minor. (Note: Some majors and minors allow double counting of General Studies credits, reducing their actual credit requirements)	20-25
Total credits required within program: (*The total may be reduced to 105 – 123 if all proficiencies are exempted)	127-141
Lutheran Teacher Diploma - if desired	13
Total credits required <i>with</i> LTD (*The total may be reduced to 118 - 136 if all proficiencies are exempted)	140-154
Electives	credit varies

(A minimum of 128 credit hours are required for a B.A. degree. If total credits fall short, use electives to reach the minimum.)

Professional Studies in Education Courses - Secondary Education

The following sequence of secondary education professional studies component includes 23 credits of professional education core courses (indicated by an asterisk in the following table) and 12 credits of specialized courses in secondary curriculum and instruction.

Course & Sequence of Study		Recommended Semester	Post-BA Semester
EDU220 Foundations of Education: Schooling and Learning	4 credits	Freshman/Second	First
PSY212 Adolescent Psychology	3 credits	Soph/First	
PSY214 Psychology of the School-aged Child (K-12 programs only)	4 credits		
EDU345 Adapting to the Adolescent Learner	1 credits	Soph/Second	
EDU301 Adapting for Diversity	2 credits	Soph/First	
EDU302 Adapting for Exceptionality	2 credits	Soph/Second	
Pass the MTTC Basic Skills Test		Soph/First	
Application for admission to the Teacher Education Program		Soph/Second	
EDU431 Methods in Teaching Secondary Reading	3 credits	Jr./Spring	Spring Only

Instructional Methods: Select the methods course for each area of specialty studies.	3 or 6 credits		
EDU461 Methods in Teaching Sec English & Language Arts	3 credits		Spring Only
EDU462 Methods in Teaching Sec Social Studies	3 credits		Spring Only
EDU463 Methods in Teaching Sec Science	3 credits		Spring Only
EDU464 Methods in Teaching Sec Mathematics	3 credits		Spring Only
EDU465 Methods in Teaching Sec Music	3 credits		Spring Only
EDU467 Methods in Teaching Sec Physical Education	3 credits		Spring Only
EDU468 Methods in Teaching Sec Foreign Language	3 credits		Spring Only
EDU469 Methods in Teaching Sec Speech & Communication	3 credits		Spring Only
Application for admission to the Professional Semester			
EDU436 Sec School Community & Classroom Management 3 weeks	2 credits	Sr./Second	Sr./Second
EDU446 Directed Teaching: Secondary 12 weeks	12 credits	Sr./Second	Sr./Second
Total professional studies credit hours:	32-35 credits		

Subject Area Specialty Studies - Secondary Education

(Note: Due to the State of Michigan’s implementation of the federal “No Child Left Behind” laws, secondary education majors and minors are currently under review and may be changed before this catalog is published. Candidates should refer to the revised Teacher Education Handbook for more up-to-date information.)

Secondary education candidates must complete both a major and a minor (or, if preferred, a double major) and the teaching methods course for each. All majors and minors are described in a separate section of this handbook. Concordia’s approved majors for teacher candidates in secondary education include:

Specialty area	State code	Major (credits)	Minor (credits)
Art Education K-12	LQ	Proposed	No
Biology	DA	Yes (32)	Yes (21)
Chemistry	DC	No	Yes (21)
English	BA	Yes (31)	Yes (21)
History	CC	No	Yes (21)
Mathematics	EX	Yes (33)	Yes (23)
+++Music Education	JX	Yes (36)	Yes (24)
Physical Education	MB	Yes (30)	Yes (21)
++Physics	DE	No	Yes (21)
Psychology	CE	Yes (30)	Yes (21)
+Social Studies	RX	Yes (36)+	No
Spanish	FF	No	Yes (24)
Speech	BD	No	Yes (20)

+ Must be combined with a History minor

++ Courses take at CUAA & Eastern Michigan University. Endorsement issued by EMU.

+++ The music education program at Concordia University—Ann Arbor is transitioning to a new program to meet the new Michigan K-12 Music Education Standards (JQ). Students seeking to be admitted to the School of Education in this program entering the program after September 1, 2006 should consult with an advisor for more information. Only the K-12 music education endorsement will be offered after the 2006-07 academic year.

Lutheran Teacher Diploma (LTD)

The LTD program is designed to prepare confirmed members of the Lutheran Church—Missouri Synod to serve as rostered members of the teaching ministry in the schools and congregations of the church. Designed for both elementary and secondary teacher education programs, it requires thirteen credits in addition to the graduation requirements for the elementary and secondary teacher education programs. The courses might also be taken as electives by any student. The program includes the following courses:

BIV131 Introduction to Christian Religion (included in the General Studies Core)	3
REL241 Biblical Literature I (included in the General Studies Core)	3
REL242 Biblical Literature II	3
THY301 Christian Doctrine I	3
THY302 Christian Doctrine II	3
EDU408 Teaching the Christian Faith	2
EDU445 Office of the Christian Teacher (taken in the Professional Semester)	2

Post-Baccalaureate Teacher Certification

Concordia offers a post-baccalaureate teacher certification program which is designed to enable individuals who have already earned a bachelor's degree to complete requirements for teacher certification in approximately four semesters. The Professional Studies and Specialty Studies in Education requirements are identical to those in the undergraduate teacher education programs. A minimum of 6 credits in the field(s) of specialization must be taken in residence.

SCHOOL OF ARTS & SCIENCES

Pre-Engineering: Liberal Arts

By means of a formal agreement with Kettering University, Flint, MI, Concordia University offers a two-year, pre-engineering program which provides students the opportunity to transfer to Kettering after two years. By successfully completing an individually prescribed academic plan while at Concordia, the student meets the academic requirements of Kettering with no loss of credits. In order to complete their pre-engineering studies in two years, students must prepare themselves well during high school by taking a year of chemistry, a year of physics, and mathematics through pre-calculus. The specific courses included in a pre-engineering student's academic plan will vary with the intended engineering field. However, academic plans typically include the courses below. Please consult with the pre-engineering advisor.

Courses taken at Concordia

CHE211 Chemistry I	4
CHE212 Chemistry II	4
CHE321 Organic Chemistry I	4

PHY223	Mechanics and Sound	5
PHY224	Electricity and Light	5
MAT221	Calculus I and Analytical Geometry	4
MAT222	Calculus II and Analytical Geometry	4
MAT231	Linear Algebra	3
MAT323	Calculus III and Analytical Geometry	4
MAT341	Differential Equations	3
ATS281	Living with the Arts	3
Select one:		
	ATS381 20th Century Arts & Culture	3
	HER382 American Cultural & Intellectual Life	3
ECO200	Economics	3
ENG101	English Composition	3
OR	Both of these:	
	COM201 Speech Communication	3
	COM202 Business Communication	3
Select one:		
	INS181 Cultural Mosaic	3
	Approved Social Science Elective	3
SOC 353	Death and Dying	3

<http://www.kettering.edu/news/archivedDetail.asp?storynum=257>

http://www.kettering.edu/transfer/C_T_G/Concordia/Concordia_ENG.asp

<http://www.kettering.edu/transfer/ces.jsp?college=001094&go.x=18&go.y=12&go=go%21>

Pre-Law Studies

Pre-law students at Concordia University should complete the Bachelor of Arts degree.

The Pre-Law Committee of the American Bar Association Section of Legal Education (see <http://www.abanet.org/legaled/prelaw/prep.html>) “does not recommend any particular group of undergraduate majors, or courses, that should be taken by those wishing to prepare for legal education; developing such a list is neither possible nor desirable.” In general, law schools look for broad preparation in the liberal arts and high levels of performance in challenging courses. They do not expect or desire to see a long list of law courses on undergraduate transcripts because each law course an undergraduate takes costs a substantive course they could take, and they assume that legal education is what they do best. However, the ABA does recommend a rigorous course of study emphasizing these skills and values:

1. Analysis and Problem Solving
2. Critical Reading Abilities
3. Writing
4. Oral Communication and Listening
5. General Research
6. Task Organization and Management
7. Serving Others and Promoting Justice
8. Knowledge, including
 - a. A broad understanding of history, particularly American history, and the various factors (social, political, economic, and cultural) that have influenced the development of the pluralistic society that presently exists in the United States;

- b. A fundamental understanding of political thought and theory, and of the contemporary American political system
- c. A basic understanding of ethical theory and theories of justice
- d. A grounding in economics, particularly elementary micro-economic theory, and an understanding of the interaction between economic theory and public policy
- e. Some basic mathematical and financial skills, such as an understanding of basic pre-calculus mathematics and an ability to analyze financial data
- f. A basic understanding of human behavior and social interaction
- g. An understanding of diverse cultures within and beyond the United States, of international institutions and issues, and of the increasing interdependence of the nations and communities within our world.

Recommendations

We recommend a broad social science major (we can arrange this as an individualized major) with the following components:

1. American history (HIS111 and HIS112), Racial and cultural minorities (HIS354), American Cultural and Intellectual Life (HER382)
2. Sociology (SOC101), Ethnographic Geography/Cultural Anthropology (SOC/GEO321)
3. Economics (ECO200)
4. General Psychology (PSY101)
5. American government (POS101), Comparative Politics (POS321), The Politics of Civil Liberties (POS361)
6. Additional social science electives to make at least 36 semester hours

Other Electives: College Algebra (MAT111), Elementary Statistics (MAT261), Accounting I (ACC201)

Other Major/Minor Combinations: English /Communications

Pre-Nursing: Liberal Arts

In response to a growing shortage of nurses throughout our nation, Concordia University is offering a health education and life sciences (HEALS) program, effective Fall 2006. The program includes pre-nursing courses designed to prepare students for degrees in nursing. This coursework consists of general education, basic sciences, and human sciences including pre-requisites courses in human anatomy and physiology, biology, microbiology, general chemistry, physics, psychology, sociology, human growth and development, elementary statistics and nutrition. Current planning envisions a nursing school on Concordia's campus, with students earning the Bachelor of Science in Nursing (BSN) degree. An advisory panel of health professionals is working to develop all aspects of the future program, from selecting the curriculum to obtaining clinical sites. For further information, contact Concordia's pre-nursing advisor.

The Pre-Seminary Curriculum

The pre-seminary curriculum at Concordia University, Ann Arbor provides students with the knowledge, skills, and understandings which lay the foundation for entrance into graduate work to become a pastor or church worker. It is designed toward entrance into one of the seminaries of the Lutheran Church-Missouri Synod. The program allows students maximum flexibility while maintaining the high standards of academic preparedness. The Pre-seminary Council requires that students take the following courses.

REL241	Biblical Literature I	3
REL242	Biblical Literature II	3

THY301 Doctrine 1	3
THY302 Doctrine 2	3
PHIXXX Any course in Philosophy	3
GRE201 Elementary Greek 1	4
GRE202 Elementary Greek 2	4
HEB201 Elementary Hebrew 1	3
HEB202 Elementary Hebrew 2	3
Plus six additional Hebrew and/or Greek language credits selected from the following:	
GRE301 Greek Prose	3
GRE302 Greek Poetry	3
HEB301 Hebrew Prose	3
HEB302 Hebrew Poetry	3

The above amount to 35 credit hours specifically required by all pre-seminary students over four years. In addition there are the general studies requirements plus the student's choice of major. The remaining credits necessary for graduation are satisfied by free elective courses.

The seminaries value a broad liberal arts curriculum as the best collegiate preparation. Specifically, familiarity with the following areas is recommended: English Grammar, English Composition, Philosophy, History, Modern Language, Social Science, Natural Science, Psychology, Education, English Literature, Cultural Anthropology, Western Civilization, History and Culture of Non-Western Civilization, World Religions, History of Philosophy (history of ideas, thought), Philosophy of Religion, Introduction to Ethics.

Students may select any major they wish. The student may also choose a minor or elect to obtain the remaining credits from suggested electives or those of direct interest to the student.

Freshmen or sophomores can apply for preliminary entrance into the pre-seminary program by completing a simple form and submitting it to the pre-seminary program director for his signature. Juniors and seniors must complete a more extensive form available in the Pre-Seminary Handbook, which details further academic and professional requirements.

Extra-Curricular Programs

Concordia University recognizes that much of the preparation of students for future ministry occurs outside the classroom. In addition to the academic program outlined above, the pre-seminary student at Concordia has the opportunity to learn and grow through a wide variety of on-and off-campus activities. These experiences are designed to help students develop a Lutheran and pastoral ethos. Activities include lectures and seminars, contact and interaction with church leaders, as well as ministry and service experiences.

Reserve Officer Training Corp (ROTC) Programs

Concordia University has a special agreement with the University of Michigan, which allows students to participate in these partnerships. The classes are conducted on the campus of the University of Michigan.

Army ROTC

Students enrolled in the Army ROTC program, upon graduation from college and successful completion of the program; receive a commission as a Second Lieutenant in the United States Army. Many students enroll for the first two years to sample career opportunities. Generally, no military obligation is incurred for the first two years of the program.

Army ROTC Courses

MS101	Introduction to Officership
MS102	Introduction to Leadership
MS201	Innovative Tactical Leadership
MS202	Leadership in Changing Environments
MS301	Leading Small Organizations I
MS302	Leading Small Organizations II
MS401	Advanced Leadership and Management
MS402	Military Professionalism and Professional Ethics

1. **Course Overview:** The Army ROTC Program is normally a four-year program of college-level courses divided into two phases:
 - a. **Basic Course:** Comprises the Freshmen (MS I) and Sophomore (MS II) level and is open to all students on campus as either participating students or auditing students.
 - b. **Advanced Course:** Comprises the Junior (MS III) and Senior (MS IV) cadets. The advanced course is open only to cadets meeting the Army standards for contracting. Progression into the advanced course may be from the Basic Course, ROTC Camp Challenge, or having completed Basic Training or AIT training in the Regular Army or Reserve components. Each cadet entering the Advanced Course must have permission from the Professor of Military Science.
 - c. **Three and two-year programs:** Students who have already completed one or two years of college may join the program. The three year plan required students concurrently take the Freshmen (MSI) and Sophomore (MSII) level courses followed by the two years of advance course classes. The two-year plan requires students to complete a 30 day leadership training course (LTC) after their sophomore year, in order to gain ROTC equivalent credit for the basic course, followed by the two years of advance course classes.
2. **Course Requirements:** Students are required to register for one discussion course each semester. Each course includes a weekly 90-minute Military Science lab that meets Thursday afternoons 4:00-5:30 p.m. Students will receive academic credit for ROTC classes. In addition to class and lab, basic course participating students attend one (MS I), or two (MS II), 1 hour physical training (PT) sessions each week. Advanced course students attend three 1 hour PT sessions each week.

Air Force ROTC

The program offers studies designed to prepare and commission selected individuals to serve in the United States Air Force and classes are offered at the University of Michigan. Both a four-year and two-year program leading to commission as a Second Lieutenant are offered. The four-year plan comprises eight terms of courses in aerospace studies and a four-week field-training course at an Air Force base, between the sophomore and junior years. The two-year plan comprises an initial six-week field-training course followed by four terms of aerospace studies (AS310 through AS411 series). Cadets may enroll in either the four-year or two-year program by permission of the chairman.

Air Force ROTC Course Overview:

AS 100	Introduction, Dress and Appearance, Customs and Courtesies
AS 200	Air and Space Power History and Capabilities
AS 300	Leadership, Management and Ethics
AS 400	National Security Process, Air Force Doctrine, Joint Service Operations and Preparation for Active Duty

Contact information

To learn more about both programs, visit Concordia Admissions and they will be happy to escort you to our partners in leadership development at the University of Michigan:

ARMY ROTC: 1105 North University Ave. Room 131, North Hall (Central Campus), Ann Arbor, MI 48109-1085 (734) 647-3031 or www.umich.edu/~armyrotc

AIR FORCE ROTC: AFROTC-DET 390-The University of Michigan, 1105 North University-North Hall, Ann Arbor, MI 48109 (734) 647-4093 or www.umich.edu/~det390

There are numerous scholarship opportunities as well, see our Financial Aid office.

Concordia University is privileged to have members of our faculty and staff who have served in the Armed Forces and they are available to help answer your questions. Please contact Concordia Admissions at: 734-995-7311 for additional information.

DIVISION OF HUMANITIES

Art

The study of art includes: the expression of individual ideas through the creation of art, the interpretation and understanding of visual signs and symbols through critical study, and the appreciation and understanding of art as a visual record of the human experience. Course experiences for majors and minors in art are designed for depth of perception and breadth of understanding.

Visual Art Major-Liberal Arts**48 credits****Foundation Studies****9 credits**

ART101 Drawing & Design I	3
ART202* Drawing & Design II	3
ART204* 3-Dimensional Design	3

* ART101 is a pre-requisite for ART202 and ART204

Studio Studies**18 credits**

ART219 Graphic Design I	3
ART221 Photography I	3
ART341 Painting I	3
ART343 Ceramics I	3
ART347 Printmaking I	3
ART349 Sculpture	3

History, Analysis, & Criticism**12 credits**

ART321 Art History I (w)	3
ART322 Art History II (w)	3
ATS281 Living with the Arts	3
ATS381 20th Century Arts & Culture	3

Studio Concentration**8 credits**

Select one of the following studio areas for in-depth study. Courses numbered in the 400 level may be repeated at 1-3 credits per semester and up to 9 credits total. Final registration in a 400 level course must include a Senior Exhibition.

Graphic Design

ART319 Graphic Design II	3
ART419 Graphic Design: Advanced Studies	5

Painting

ART342	Painting II	3
ART442	Painting: Advanced Studies	5

Ceramics

ART344	Ceramics II	3
ART444	Ceramics: Advanced Studies	5

Printmaking

ART348	Printmaking II	3
ART448	Printmaking II: Advanced Studies	5

Required:**1-3 credits**

ART483	Senior Project	(1-3)
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Visual Art Minor – Liberal Arts**30 credits****Foundation Studies****9 credits**

ART101	Drawing & Design I	3
ART202*	Drawing & Design II	3
ART204*	3-Dimensional Design	3

* ART101 is a pre-requisite for ART202 and ART204

Studio Studies**9 credits**

At least one must be selected from both 2D and 3D offerings.

2D

ART219	Graphic Design I	3
ART221	Photography I	3
ART341	Painting I	3
ART347	Printmaking I	3

3D

ART343	Ceramics I	3
ART349	Sculpture	3

History, Analysis, & Criticism**12 credits**

ART321	Art History I (w)	3
ART322	Art History II (w)	3
ATS281	Living with the Arts	3
ATS381	20th Century Arts & Culture	3

Visual Arts Education (LQ)

The art education program at Concordia University–Ann Arbor is transitioning to a new program to meet the new Michigan Visual Arts Education Standards (LQ). Students entering the program after September 1, 2003 should consult with an advisor for more information.

Music

Throughout the ages, in every culture, music has played an important role in giving shape to, and being shaped by, relationships among human beings. Worship, social activities, and other arts depend on music to elevate and complete the experience. Concordia's music courses and ensembles reflect the belief that everyone can and should be a musician at some level. Each student has the opportunity to explore the power of music and develop his or her own musical skills, interests, and knowledge.

Music Major – Liberal Arts	36 credits
MUS201 Music Theory I	3
MUS202 Music Theory II	3
MUS301 Music Theory III	3
MUS302 Music Theory IV	3
MUS331 History of Music I	3
MUS332 History of Music II	3
MUS333 Ethnomusicology	2
MUS337 Lutheran Worship	1
VOC101 Class Voice I or equivalent	1
MUS221 Conducting I	1
MUS222 Conducting II	1
MUS321 Conducting III	1
MUS351 Introduction to MIDI Technology	2
MUS483 Recital Repertoire	2

Non-Course Requirements

1. Private study each semester on the student's principal instrument (1-6 hours may be applied to the major). 412 is the minimum competency expected.
2. Ensemble participation every semester in one of the principal ensembles of the CUA Music Department (CHO201 Concordia Choir or ENS201 Concordia Wind Ensemble) (1-6 hours may be applied to the major).
3. Successful completion of the Keyboard Proficiency Exam.

Music Minor – Liberal Arts	24 credits
MUS201 Music Theory I	3
MUS202 Music Theory II	3
MUS331 History of Music I	3
MUS332 History of Music II	3
MUS333 Ethnomusicology	2
MUS337 Lutheran Worship	1
VOC101 Class Voice I or equivalent	1
MUS221 Conducting I	1
MUS222 Conducting II	1
MUS321 Conducting III	1
MUS351 Introduction to MIDI Technology	2

Non-Course Requirements

1. Private study each semester on the student's principal instrument (1-3 hours may be

- applied to the minor). 402 is the minimum competency expected.
2. Ensemble participation every semester in one of the principal ensembles of the CUAU Music Department (CHO201 Concordia Choir or ENS201 Concordia Wind Ensemble) (1-3 hours may be applied to the minor).
 3. Successful completion of the Keyboard Proficiency Exam.

Music Major – Church Music	54 credits
Music Theory and Aural Skills	12 credits
MUS201 Music Theory I	3
MUS202 Music Theory II	3
MUS301 Music Theory III	3
MUS302 Music Theory IV	3
History and Culture	8 credits
MUS331 History of Music I	3
MUS332 History of Music II	3
MUS333 Ethnomusicology	2
Ensemble Pedagogy	4 credits
MUS221 Conducting I	1
MUS222 Conducting II	1
MUS321 Conducting III	1
MUS322 Conducting IV	1
Church Music	18 credits
MUS245 Voice Techniques	1
PHI321 History and Problems of Western Philosophy	3
MUS325 Hymnody and Liturgies of the Christian Church	3
MUS345 Hymn Adaptations I	2
MUS351 Introduction to MIDI Technology	2
MUS337 Lutheran Worship	1
MUS425 Seminar I in Church Music (50 hours of fieldwork is a required component of this course)	3
MUS426 Seminar II in Church Music (50 hours of fieldwork is a required component of this course)	3
Electives in Music: Choose 4 credits from the following	4 credits
MUS242 Inst. Tech. Handbells	1
MUS243 Inst. Tech. Percussion	1
MUS244 Inst. Tech. Strings	1
MUS341 Inst. Tech. Brass	2
MUS342 Inst. Tech. Woodwind	2
MUS346 Hymn Adaptations II	2
MUS347 Hymn Adaptations III	2
MUS421 Advanced Choral Tech.	2
MUS446 Service Playing and Lit	2

Applied Study**8 credits**

1. Private applied study on the student's principal instrument every semester. 412 level of competency is the minimum competency for completion of the major.
2. Organ or Piano. 402 level of competency (if different from principal inst.)

Ensemble Participation

1. Ensemble participation every semester in one of the principal ensembles of the Concordia University Music Department (CHO201 –Concordia Choir or INS 201-Concordia Wind Ensemble)
2. Additionally, church music majors are to participate in 2 semesters of INS242- Handbell Ensemble

Proficiencies

Successful completion of the Keyboard Proficiency Exam.

Senior Project

MUS483 Recital Repertoire

Music Education Major – Elementary and Secondary**36 credits**

MUS201 Music Theory I	3
MUS202 Music Theory II	3
MUS301 Music Theory III	3
MUS302 Music Theory IV	3
MUS331 History of Music I	3
MUS332 History of Music II	3
MUS333 Ethnomusicology	2
MUS337 Lutheran Worship	1
VOC101 Class Voice I or equivalent	1
MUS221 Conducting I	1
MUS222 Conducting II	1
MUS321 Conducting III	1
MUS322 Conducting IV	1
MUS341 Inst. Tech. Brass	2
MUS342 Inst. Tech. Woodwinds	2
MUS243 Inst. Tech. Percussion	1
MUS483 Recital Repertoire	2

Non-Course Requirements

1. Private study each semester on the student's principal instrument (1-3 credits may be applied to the major). 412 is the minimum competency expected.
2. Ensemble participation every semester in one of the principal ensembles of the CUAA Music Department (CHO201 Concordia Choir or ENS201 Concordia Wind Ensemble) (1-3 credits may be applied to the major).
3. Successful completion of the Keyboard Proficiency Exam.

Music Education Minor – Elementary and Secondary**24 credits**

MUS201 Music Theory I	3
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MUS202 Music Theory II	3
MUS331 History of Music I	3
MUS332 History of Music II	3
MUS333 Ethnomusicology	2
MUS221 Conducting I	1
MUS222 Conducting II	1
MUS321 Conducting III	1
MUS337 Lutheran Worship	1
VOC101 Class Voice I or equivalent	1

Non-Course Requirements

1. Private study each semester on the student's principal instrument (1-5 credits may be applied to the minor). 402 is the minimum competency expected.
2. Ensemble participation each semester (1-5 credits may be applied to the minor).
3. Successful completion of the Keyboard Proficiency Exam.

Music Education (JQ)

The music education program at Concordia University—Ann Arbor is transitioning to a new program to meet the new Michigan K-12 Music Education Standards (JQ). Students seeking to be admitted to the School of Education in this program entering the program after September 1, 2006 should consult with an advisor for more information. Only the K-12 music education endorsement will be offered after the 2006-07 academic year.

Theatre

Theatre is an art form which explores the human experience in the most direct manner possible. Ideas, issues, and events are enacted in a live performance so that actor, technician, and audience member alike must confront the artists' vision. Theatre's collaborative nature develops the leadership, organization and communication skills useful for a life of service.

Theatre Major – Liberal Arts, Pre-Law, Pre-Seminary **38 credits**

Required Courses	21 credits
THE220 Theatre Repertory and Script Analysis	2
THE212 Stagecraft	3
THE215 Play Production	3
THE314 Fundamentals of Acting	3
THE454 Theatre History I	3
THE455 Theatre History II	3
ENG312 Introduction to Drama	3
THE483 Senior Project	1-3

Electives **17 credits**

Select 3 credits from:

THE312 Theatre Practicum: Crew Head (may be repeated once)	1-2
THE315 Theatre Practicum: Directing	1-2
THE322 Theatre Practicum: Design (may be repeated once)	1-2
THE324 Theatre Practicum Acting	1-2

Select 8 credits from:

THE357 Drama in the Church	3
THE335 Directing	3
THE351 Professional Theatre in Performance	1-3
THE491 Studies in Theatre (may be repeated)	1-3
THE490 Theatre Internship	2-4
COM325 Storytelling	3
ENG332 Shakespeare	3

Select 6 credits from Eastern Michigan University Department of Communication and Theatre Arts

CTAR254 Stage Make-up II	1
CTAR351 Scene Design	3
CTAR358 Characterization	3
CTAR362 Stage Lighting	3
CTAR364 Stage Costume Design and Construction	3
CTAR457 Audition	2
CTAR461 Musical Theatre Acting	2
CTAR464 Style for the Actor	3
CTAO205 Voice and Articulation	3

Theatre Minor – Liberal Arts, Pre-Law, Pre-Seminary**22 credits****Required Courses****17 credits**

THE212 Stagecraft	3
THE215 Play Production	3
THE314 Fundamentals of Acting	3
THE220 Theatre Repertory and Script Analysis	2
THE454 Theatre History I	3
THE455 Theatre History II	3

Electives**5 credits****Select 2 credits from:**

THE312 Theatre Practicum: Crew Head (may be repeated once)	1-2
THE315 Theatre Practicum: Directing	1-2
THE322 Theatre Practicum: Design (may be repeated once)	1-2
THE324 Theatre Practicum Acting	1-2

Select 3 credits from:

ENG312 Introduction to Drama	3
ENG332 Shakespeare	3
THE335 Directing	3
THE351 Professional Theatre in Performance	1-3
THE357 Drama in the Church	3
THE490 Theatre Internship	2-4
THE 491 Studies in Theatre	1-3

DIVISION OF LANGUAGE & LITERATURE

Communication Studies

At Concordia—Ann Arbor, students of Communication Studies

1. develop effective & ethical communication skills in a variety of social contexts: at work, at home, in the church, and in society.
2. explore the nature of verbal, nonverbal, oral, print and mediated communication.
3. investigate the history and influences of various forms of communication.
4. understand the effects that communication has on individuals, families, marriages, organizations, and cultures.

In addition to three minors in Speech Communication (see below), Concordia offers students a journalism minor and a choice among three liberal arts majors or “tracks”:

Track I: Communication (traditional liberal arts)

Track II: Parish Communication & Leadership (church work vocations)

Track III: Professional Communication (business and professional vocations)

Track 1: Communication Major – Liberal Arts

31 credits

A liberal arts degree in Communication Studies helps students investigate the social and historical impact of various media, develop ethical and effective communication skills at work, at home, in the church, and in society, and explore theories, principles and models of public speaking, small group communication and leadership, interpersonal communication, business communication, mass communication, and oral performance. Students apply what they learn to communication practices, both oral and written, speaking and listening, and in doing so, they become more effective communicators.

Required Courses	16 credits
LAN282 Language, Communication and Culture	3
COM321 Interpretation/Performance of Literature	3
COM332 Mass Communication	3
COM355 Interpersonal Communication	3
COM351 Group Communication	3
COM483 Senior Project	1

Electives **15 credits**

Select 15 credit hours from the Communication course descriptions

Track II: Parish Communication & Leadership

36 credits

The major in Parish Communication & Leadership is an interdisciplinary program that prepares students to lead and manage churches and related institutions. Students study principles and theories of human language and interaction, while developing skills in interpersonal, rhetorical and managerial communication. The program emphasizes Christian commitment to servant leadership in modern church organizations, their various administrative groups and missions.

Required Courses	26 credits
<i>Communication Core</i>	<i>20 credits</i>
COM355 Interpersonal Communication	3
COM202 Business Communication	3

COM301 Persuasive Communication	3
COM351 Group Communication	3
COM335 Servant Leadership	1
COM231 Introduction to Journalism	3
COM323 Oral Reading of the Bible	2
COM490 Communication Internship (field experience in parish communication)	1
COM483 Senior Project	1
In addition to the courses listed above, every student in the program is required to complete a Senior Project in "Communication and Leadership in Church Organizations"	

Business Courses	6 credits
BUS311 Principles of Management (w)	3
BUS101 Introduction to Business	3

Electives:	10 credits
Choose 10 credits from the following:	
COM331 American Eloquence: Voices of Leaders {w}	3
COM332 Mass Communication	3
COM321 Interpretation/Performance of Literature	3
COM334 Negotiation, Argumentation & Debate	3
LAN282 Language, Communication & Culture	3

Students opting for the Major in Parish Communication & Leadership are required to enroll in the following core courses for "Church Worker Preparation"

BIV131 Introduction to the Christian Religion	3
REL241 Biblical Literature I: Old Testament	3
REL242 Biblical Literature II: New Testament	3

Track III: Professional Communication **35 credits**

This major is interdisciplinary, combining business, information management, and communication courses. Students investigate the theory and practice of effective corporate communication, while developing oral and written communication skills. A major in Professional Communication will allow students to serve large or small organizations (including non-profit institutions) especially creating, improving and maintaining internal and external communication systems. Students develop a knowledge base in communication that enables them to work in any business setting which requires leadership in information technology, writing and speaking.

Required Courses	27 credits
<i>Communication Core</i>	<i>18 credits</i>
COM202 Business Communication	3
COM231 Introduction to Journalism	3
COM301 Persuasive Communication	3
COM351 Group Communication	3
COM355 Interpersonal Communication	3
COM490 Communication Internship (field experience in parish communication)	1-2
COM483 Senior Project	1

Business	6 credits
BUS101 Introduction to Business	3
BUS311 Principles of Management (w)	3
Web Design Course	3 credits
ART220 Design and Publishing on the Internet	3
Electives	8 credits
Choose 8 credits from the following:	
COM201 Speech Communication	3
COM331 American Eloquence: Voices of Leaders {w}	3
COM332 Mass Communication	3
COM334 Negotiation, Argumentation & Debate	3
LAN282 Language, Communication & Culture	3

Communication Minor – Liberal Arts	20 credits
Required Courses	15 credits
LAN282 Language, Communication and Culture	3
COM355 Interpersonal Communication	3
COM332 Mass Communication	3
COM351 Group Communication	3
Select one:	
COM301 Persuasive Communication	3
COM321 Interpretation/Performance of Literature	3

Electives	5 credits
Select 5 credit hours from the Communication course descriptions	

Secondary Education Program

Speech Minor – Communication Emphasis	20 credits
Required Courses	15 credits
COM321 Interpretation/Performance of Literature	3
COM332 Mass Communication	3
COM351 Group Communication	3
COM355 Interpersonal Communication	3
COM334 Negotiation, Argumentation & Debate	3
Electives	5 credits
Select 5 credit hours from the following:	
COM202 Business Communication	3
COM231 Introduction to Journalism	3
COM301 Persuasive Communication	3
COM323 Oral Reading of the Bible	2
COM325 Storytelling and Oral Histories	3
COM331 American Eloquence	3

Speech Minor – Theatre Emphasis	24 credits
Required Courses	18 credits
LAN282 Language Communication and Culture	3
COM321 Interpretation/Performance of Literature	3

COM332 Mass Communication	3
COM351 Group Communication	3
COM355 Interpersonal Communication	3
THE215 Play Production	3

Electives **6 credits**

Select 6 credit hours from the following:

THE212 Stagecraft	3
THE314 Fundamentals of Acting	3
THE453 Theatre History	3
ENG312 Introduction to Drama	3

Elementary Education Program

Speech Minor **20 credits**

Required Courses **12 credits**

COM321 Interpretation/Performance of Literature	3
COM325 Storytelling and Oral Histories	3
COM332 Mass Communication	3
One of the following courses:	
COM355 Interpersonal Communication	3
COM351 Group Communication	3

Electives **8 credits**

Select 8 credit hours from the following:

COM202 Business Communication	3
COM231 Introduction to Journalism	3
LAN282 Language, Communication and Culture	3
COM301 Persuasive Communication	3
COM323 Oral Reading of the Bible	2
COM325 Storytelling and Oral Histories	3
COM331 American Eloquence: Voices of Leaders	3
COM334 Negotiation, Argumentation & Debate	3
COM351 Group Communication	3
COM355 Interpersonal Communication	3
EDU432 Children's Literature	2

Journalism Minor **24 credits**

The Journalism Minor emphasizes communication in the print media. Students learn to integrate sound ethics and principles of American Journalism with the Christian faith, while developing essential reporting, writing and editing skills. Concordia's Journalism students choose a curriculum that suits their career needs and interests by completing part of their study with courses in other departments. The minor requires an internship on campus, at the World Journalism Institute, or at an approved publications office.

Required Courses **15 credits**

COM231 Introduction to Journalism	3
COM332 Mass Communication	3
COM313 Advanced News Reporting and Writing	3
COM311 News Editing & Design	2

COM341 Media Ethics	1
Select one:	
COM490 Journalism Internship	3
Capstone Course at WJI	3

Cognate Courses (approved by advisor) 9 credits

Select at least 3 cognate courses (approved by advisor) chosen from one of the following areas: Communication Studies, Sociology, History, Literature, Theatre, Art, Music, Business, Religion, Sports

English

Courses in English include the study of writing, language, and literature. Writing courses are designed to teach the strategies for producing clear, effective, and expressive written communication. Study of the English language is designed to teach language principles and history in order to foster informed attitudes toward varieties of language and language change. Courses in literature are designed to teach methods of literary interpretation through study of representative works.

English Major – Liberal Arts 31 credits

Required Courses 22 credits

ENG301 Advanced Composition	3
Select one:	
ENG311 Introduction to Poetry	3
ENG312 Introduction to Drama	3
ENG313 Introduction to Fiction	3
ENG315 Contemporary Mosaic	3
ENG332 Shakespeare	3
Two of the following English literature courses	
ENG331 Medieval and Renaissance Literature	3
ENG333 Restoration and 18th Century Literature	3
ENG334 The Romantic Movement	3
ENG335 Victorian Literature	3
ENG336 Twentieth Century British Literature	3
One American literature course	
ENG341 American Literature to 1865	3
ENG342 American Literature, 1865 to the Present	3
ENG483 Senior Project	1

Electives 9 credits

200 – 400 level English courses and ATS381

English Minor – Liberal Arts 20 credits

Required Courses 12 credits

Select one:	
ENG301 Advanced Composition	3
ENG321 The English Language	3
Select one:	
ENG311 Introduction to Poetry	3
ENG312 Introduction to Drama	3
ENG313 Introduction to Fiction	3

ENG332 Shakespeare	3
One course from either the ENG330 or 340 sequence	3

Electives	8 credits
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200 - 400 level English courses and ATS381

English Major – Elementary Education	31 credits
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Required Courses	25 credits
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ENG301 Advanced Composition	3
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Select one:

ENG311 Introduction to Poetry	3
ENG312 Introduction to Drama	3
ENG313 Introduction to Fiction	3

ENG315 Contemporary Mosaic	3
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ENG321 The English Language	3
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ENG332 Shakespeare	3
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Select one:

ENG331 Medieval and Renaissance Literature	3
ENG333 Restoration and 18th Century Literature	3
ENG334 The Romantic Movement	3
ENG335 Victorian Literature	3
ENG336 Twentieth Century British Literature	3

Select one:

ENG341 American Literature to 1865	3
ENG342 American Literature, 1865 to Present	3

EDU437 Children's Literature	3
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ENG483 Senior Project	1
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Electives	6 credits
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Select from the following:

ATS381 Twentieth Century Arts and Culture	3
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ENG224 Creative Writing: Poetry	1
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ENG302e Creative Writing: Fiction	1
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ENG311 Introduction to Poetry	3
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ENG312 Introduction to Drama	3
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ENG313 Introduction to Fiction	3
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ENG314 Development of the Novel	3
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ENG331 Medieval and Renaissance Literature	3
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ENG333 Restoration and 18th Century Literature	3
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ENG334 The Romantic Movement	3
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ENG335 Victorian Literature	3
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ENG336 Twentieth Century British Literature	3
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ENG341 American Literature to 1865	3
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ENG342 American Literature, 1865 to the Present	3
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ENG491 Seminar in Literature	3
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English Minor – Elementary Education**21 credits****Required Courses****18 credits**

ENG301 Advanced Composition	3
Select one:	
ENG311 Introduction to Poetry	3
ENG312 Introduction to Drama	3
ENG313 Introduction to Fiction	3
ENG315 Contemporary Mosaic	3
ENG321 The English Language	3
Select one:	
ENG331 Medieval and Renaissance Literature	3
ENG332 Shakespeare	3
ENG333 Restoration and 18th Century Literature	3
ENG334 The Romantic Movement	3
ENG335 Victorian Literature	3
ENG336 Twentieth Century British Literature	3
ENG341 American Literature to 1865	3
ENG342 American Literature, 1865 to Present	3
EDU437 Children's Literature	3

Electives**3 credits***Select from the following:*

ATS381 Twentieth Century Arts and Culture	3
ENG224 Creative Writing: Poetry	1
ENG302e Creative Writing: Fiction	1
ENG311 Introduction to Poetry	3
ENG312 Introduction to Drama	3
ENG313 Introduction to Fiction	3
ENG314 Development of the Novel	3
ENG331 Medieval and Renaissance Literature	3
ENG333 Restoration and 18th Century Literature	3
ENG334 The Romantic Movement	3
ENG335 Victorian Literature	3
ENG336 Twentieth Century British Literature	3
ENG341 American Literature to 1865	3
ENG342 American Literature, 1865 to the Present	3
ENG491 Seminar in Literature	3

English Major – Secondary Education**31 credits****Required Courses****25 credits**

ENG301 Advanced Composition	3
Select one:	
ENG311 Introduction to Poetry	3
ENG312 Introduction to Drama	3
ENG313 Introduction to Fiction	3
ENG315 Contemporary Mosaic	3
ENG321 The English Language	3

ENG332 Shakespeare	3
Select one:	
ENG331 Medieval and Renaissance Literature	3
ENG333 Restoration and 18th Century Literature	3
ENG334 The Romantic Movement	3
ENG335 Victorian Literature	3
ENG336 Twentieth Century British Literature	3
Select one:	
ENG341 American Literature to 1865	3
ENG342 American Literature, 1865 to Present	3
EDU435 Literature for Young Adults	3
ENG483 Senior Project	1

Electives **6 credits**

Select from the following:

ATS381 Twentieth Century Arts and Culture	3
ENG224 Creative Writing: Poetry	1
ENG302e Creative Writing: Fiction	1
ENG311 Introduction to Poetry	3
ENG312 Introduction to Drama	3
ENG313 Introduction to Fiction	3
ENG314 Development of the Novel	3
ENG331 Medieval and Renaissance Literature	3
ENG333 Restoration and 18th Century Literature	3
ENG334 The Romantic Movement	3
ENG335 Victorian Literature	3
ENG336 Twentieth Century British Literature	3
ENG341 American Literature to 1865	3
ENG342 American Literature, 1865 to the Present	3
ENG491 Seminar in Literature	3

English Minor – Secondary Education **21 credits**

Required Courses *21 credits*

ENG301 Advanced Composition	3
Select one:	
ENG311 Introduction to Poetry	3
ENG312 Introduction to Drama	3
ENG313 Introduction to Fiction	3
ENG315 Contemporary Mosaic	3
ENG321 The English Language	3
ENG332 Shakespeare	3
Select one:	
ENG331 Medieval and Renaissance Literature	3
ENG333 Restoration and 18th Century Literature	3
ENG334 The Romantic Movement	3
ENG335 Victorian Literature	3

List continues on next page.

ENG336 Twentieth Century British Literature	3
ENG341 American Literature to 1865	3
ENG342 American Literature, 1865 to Present	3
EDU435 Literature for Young Adults	3

In addition to the coursework described above, all students enrolled in English Education majors or minors must show proof of membership in at least one professional organization (e.g. National Council of Teachers of English, Michigan Council of Teachers of English, Michigan Reading Association, etc.) The department chair will keep a list of eligible organizations. Students are strongly encouraged to attend one or more professional conferences during their junior/senior year. The department will facilitate this activity.

Language Arts

Language Arts is a critical area of study for a teacher candidate in Elementary or Early Childhood Education. Reading, writing, listening, speaking, viewing and visual representation form the backbone of the elementary curriculum. Without it, we could not read and write in the content areas, solve problems in mathematics, or communicate with others.

Course Requirements

Language Arts is considered a group major/group/minor in the Elementary Education program.

Language Arts Major – Elementary Education

37 credits

Required Courses

28 credits

LAN282 Language, Communication & Culture	3
LAN435 Young Adult Literature	3
LAN437 Children's Literature	3
LAN483 Methods of Language Arts Reflective Assessment (Sr. Project)	1
EDU362 Teaching the Writer's Craft	3
EDU364 Teaching English Language Learners	3
COM325 Storytelling & Oral Histories	3
COM332 Mass Communication	3
ENG301 Advanced Composition	3
ENG321 The English Language	3

Electives

9 credits

Choose one of the following:

COM301 Persuasive Communication	3
COM321 Interpretation/Performance of Literature	3
COM355 Interpersonal Communication	3

Choose one of the following:

ENG311 Introduction to Poetry	3
ENG312 Introduction to Drama	3
ENG313 Introduction to Fiction	3

Choose one of the following:

ENG314 Development of the Novel	3
ENG315 Contemporary Mosaic	3
ENG331 Medieval and Renaissance Literature	3
ENG332 Shakespeare	3
ENG333 Restoration & 18th Century Literature	3

List continues on next page.

Other courses with permission, possibilities include: (continued)

ENG334 The Romantic Movement	3
ENG335 Victorian Literature	3
ENG336 20th Century British Literature	3
ENG341 American Literature to 1865	3
ENG342 American Literature 1865 to present	3
ENG491 Seminar in Literature	3

Language Arts Minor – Elementary Education **28 credits**
Required Courses **22 credits**

LAN437 Children's Literature	3
LAN483 Methods of Language Arts Reflective Assessment (Sr. Project)	1
EDU362 Teaching the Writer's Craft	3
EDU364 Teaching English Language Learners	3
COM325 Storytelling & Oral Histories	3
COM332 Mass Communication	3
ENG301 Advanced Composition	3
ENG321 The English Language	3

Electives **6 credits**

Select one:

ENG311 Introduction to Poetry	3
ENG312 Introduction to Drama	3
ENG313 Introduction to Fiction	3

Select one:

ENG314 Development of the Novel	3
ENG315 Contemporary Mosaic	3
ENG331 Medieval and Renaissance Literature	3
ENG332 Shakespeare	3
ENG333 Restoration & 18th Century Literature	3
ENG334 The Romantic Movement	3
ENG335 Victorian Literature	3
ENG336 20th Century British Literature	3
ENG341 American Literature to 1865	3
ENG342 American Literature 1865 to present	3
ENG491 Seminar in Literature	3
LAN435 Literature for Young Adults	3

Spanish

Spanish Minor – Liberal Arts and Teacher Education **24 credits**
Required Courses **12 credits**

SPA201 Spanish Culture and Conversation	3
SPA202 Readings in Spanish	3
SPA301 Spanish Grammar I	1
SPA302 Spanish Grammar II	1
SPA380 Advanced Spanish Composition and Conversation	3
SPA381 Advanced Study in Spanish Language and Culture	1

Electives **12 credits**

NOTE: Spanish minors earn 12 credits during a language-intensive semester at Segovia, Spain. See the overseas coordinator or Spanish instructor for details.

DIVISION OF NATURAL SCIENCE & MATHEMATICS

Biology

Course offerings in biology provide the student with a comprehensive experience in the world of living organisms. Students explore the biological continuum from sub-cellular bio-molecular processes through the biology of organisms to populations and their environmental interactions. This study of life provides the knowledge and experience for many careers and vocations.

Biology Major – Liberal Arts and Teacher Education **32 credits minimum***

Required Courses: 27-28 credits; 31-32 credits if BIO201 is selected

BIO201	General Biology (or two years high school biology)	4
BIO211	Botany: Flowering Plants	3
BIO221	Vertebrate Zoology	3
BIO321	Invertebrate Zoology	3
BIO331	Human Biology	3
BIO342	General Ecology	3
BIO343	Genetics	3
BIO344	Evolution	3
Select one:		
	BIO351 Immunology	3
	BIO353 Cell Biology	3
BIO355	Environmental Science	3

Electives

Select from the following to obtain at least 32 credits

BIO193	Medical Terminology	1
BIO341	Microbiology 4	3
BIO345	Neuroanatomy	3
BIO 346	Behavioral Endocrinology	3
BIO351	Immunology	3
BIO353	Cell Biology	3

* This major requires Mathematics through trigonometry and elementary statistics. Students are to demonstrate competency in the use of information technologies and in the use of mathematics appropriate to their professional educational goals.

Notes: A student electing the biology major for secondary teacher education must also take EDU463 Methods in Secondary Science (3) and additional professional education courses designated elsewhere.

Biology Minor – Liberal Arts and Teacher Education **21-22 credits**

Required Courses: 21 credits; 22 credits if BIO201 is selected

BIO201	General Biology (or two years high school biology)	4
BIO211	Botany: Flowering Plants	3
BIO321	Invertebrate Zoology	3

At least one of these:	
BIO221 Vertebrate Zoology	3
BIO331 Human Biology	3
At least one of these:	
BIO342 General Ecology	3
BIO355 Environmental Science	3
At least one of these:	
BIO343 Genetics	3
BIO344 Evolution	3
At least one of these:	
BIO351 Immunology	3
BIO353 Cell Biology	3

Chemistry

Chemistry is the study of the nature of matter-its composition, structure and behavior. The understanding of chemical principles, concepts, and techniques included in this discipline plays a central role in a university level science education. Students who complete this minor will acquire specialized knowledge, skills and attitudes for a variety of diverse vocations such as laboratory technical positions, biology and general/physical science education, medicine, and academic research.

Chemistry Minor – Liberal Arts

20 credits

Required Courses

CHE205	Chemistry of Living Systems	4
CHE211	General Chemistry I	4
CHE212	General Chemistry II	4
CHE321	Organic Chemistry I	4
CHE322	Organic Chemistry II	4

Cognate Courses (Electives)

CHE395	Biochemistry	3
PHY211	General Physics	4
PHY212	General Physics II	4
MAT111, 112	Pre-Calculus	5
MAT221	Calculus I	4

Other 300+ level courses such as Qualitative Analysis, Quantitative Analysis, Physical Chemistry, Toxicology, Environmental Chemistry, etc. may be taken at other colleges and universities.

Health Education and Life Sciences (HEALS)

The mission of Concordia University is to “prepare men and women for lives of service to the church and world.” With the growing needs of an aging population and a heightened awareness of various health issues, our nation and the world will look to tomorrow’s graduates for servant leadership and service. In our recently adopted HEALS program, students will be trained within our mission and prepared to serve the physical, mental, emotional, social and spiritual needs of patients.

Health Education Minor – Liberal Arts**27 credits****(and to be submitted to MDE for Teacher Education K-12)**

Successful completion of this minor, in the context of other program requirements, qualifies the student for recommendation for endorsement in health, certification code MA.

Required Courses

HEA/SCI 211 Core Concepts in Health and Wellness	2
PSY214 Psychology of the School Aged Child	4
KIN233 Sports Health (First Aid)	3
HEA270 Principle of Health Education	3
HEA300 Contemporary Health Issues I	3
HEA301 Contemporary Health Issues II	2
HEA350 Health Risk Identification and Management	3
HEA360 Health Programming for Non-Adults	2
HEA400 Drug Use and Abuse	2
PSY421 Human Sexuality	3

Electives

HEA/SCI 212 Stress Management	2
HEA370 Nutrition	3
BIO346 Behavioral Endocrinology	3
BIO351 Immunology	3

Professional Health Careers

Pre-Medical/Dental School Major

The faculty from the Division of Natural Sciences and Mathematics of Concordia University has summarized the prerequisites of the (1) four medical schools – University of Michigan-Ann Arbor, Wayne State University-Detroit, and the two schools at Michigan State University-East Lansing and (2) two dental schools - University of Michigan, and the University of Detroit Mercy Dental College, in the state of Michigan. Professional schools of medicine/dentistry in most cases require a baccalaureate degree from an accredited four year college like Concordia. Some will allow transfer after 90 semester hours or three years. Students are strongly urged to contact their medical/dental schools of choice for the exact course prerequisites.

This program is to be followed by professional healthcare students wishing to apply to Medical School, Dental School, or Colleges of Pediatric Medicine, Osteopathic Medicine, Chiropractic Medicine, etc.

The following courses serve as the required and expected coursework for both the Medical College Admission Test (MCAT) or Dental Admission Test (DAT) and Medical or Dental School admission. Various factors (e.g. evidence of commitment to the profession, volunteer services) are included in the admission process; Concordia offers no guarantee that the mere completion of the following coursework will result in admission to these schools.

Certain coursework offerings are identified as Even (E) – offered during even academic years (e.g. 2006-07, 2008-09) or Odd (O) – during odd academic years (e.g. 2005-06, 2007-08)

Pre-Medical/Pre-Dental Major**54 credits****Required Courses**

CHE211	Chemistry I	4
CHE212	Chemistry II	4
CHE321	Organic Chemistry I	4
CHE322	Organic Chemistry II	4
BIO/CHE395	Biochemistry	3
PHY211	Physics I	4
PHY212	Physics II	4
MAT221	Calculus I	4
MAT261	Elementary Statistics	3
BIO201	General Biology	4
BIO331	Human Biology	3
BIO341	Microbiology	4
BIO343	Genetics	3
BIO351	Immunology	3
BIO353	Cell Biology	3

Electives

BIO345	Neuroanatomy	3
BIO346	Behavioral Endocrinology	3

Minors

Various minors are appropriate for the pre-med/dent student (e.g. Psychology, Sociology); any minor of interest to the student is possible and encouraged (e.g. Music, English, Theatre), or additional coursework in the sciences and general electives is possible. Individual professional schools have expectations of a well-rounded undergraduate education. Students are advised to contact individual professional schools to determine these courses (e.g. English, Psychology, etc).

Information Systems Management

Information Systems Management provides the technical training needed to be part of the computer systems world, with an emphasis on managing electronic information systems. This focus makes it different from a purely technical certification sequence. The curriculum in Information Systems Management is designed to prepare students in a variety of network management fields, and give students a sound foundation for a career in network administration. Students are expected to participate in a variety of network management operations on the CUAU network in addition to class and laboratory work. Graduates will therefore have hands-on experience combined with classroom training.

Information Systems Management Major**34 credits****Required Courses**

MAT221	Calculus I	4
MAT231	Linear Algebra	3
MAT261	Elementary Statistics	3
COM202	Business Communication	3

CSC241	Introduction to Data Processing	3
CSC351	Computer Science I	3
CSC352	Computer Science II	3
ISM341	PC Architecture and Maintenance (Prereq: PHY212)	3
ISM351	Systems and Help Desk Management	3
ISM421	Network Administration	3
ISM425	Web Site Design and Administration (Prereq: ART220)	3

Kinesiology

The recognition of the importance of physical activity in the lives of all people underlies the curriculum of the Division of Kinesiology. Every student is encouraged to receive instruction and practice in a variety of lifetime sports and recreational activities. The Kinesiology curriculum is designed with an emphasis in the appreciation and study of human movement, with the goal to educate students for careers in teaching and coaching, athletics administration, recreation, and allied health and wellness programs.

Physical Education Major – 31 credits *Liberal Arts and Elementary, Secondary, or K-12 Education*

Required Courses 28 credits

KIN201	Introduction to Physical Education	3
KIN233	Sports Health	3
KIN235	Motor Learning and Development	3
KIN323	Adapted Physical Education	2
KIN334*	Biomechanics	3
KIN335*	Physiology of Exercise	3
KIN400	Tests and Measurements in Physical Education	2
KIN401	Methods of Teaching Rhythms and Dance	2
KIN402	Theory and Practice of Individual Sports	2
KIN405	Theory and Practice of Team Games and Sports	2
KIN410	Health Education	3

*prerequisite BIO331 Human Biology

Electives 3 credits

Select at least 3 credits from the following:

KIN313	Fitness Trainers	2
KIN324	Sports in American Society	2
KIN350	Coaching Methods	3

Physical Education

Physical Education Minor – 21 credits *Liberal Arts, Elementary and Secondary Education*

Required Courses 16 credits

KIN201	Introduction to Physical Education	3
KIN235	Motor Learning and Development	3
KIN334*	Biomechanics	3

KIN335* Physiology of Exercise	3
Select any two of these:	
KIN401 Methods of Teaching Rhythms and Dance	2
KIN402 Theory and Practice of Individual Sports	2
KIN405 Theory and Practice of Team Sports and Games	2

*prerequisite BIO331 Human Biology

Electives	5 credits
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Select at least 5 credits from the following:

KIN233 Sports Health	3
KIN323 Adapted Physical Education	2
KIN324 Sports in American Society	2
KIN350 Coaching Methods	3

Mathematics

Mathematics is an aspect of our every-day lives and an important part of our culture. Applications of mathematics are found in many disciplines today, including the physical sciences, biological sciences, business, economics, computer science and psychology. Concordia students may select one of three mathematics majors or a mathematics minor. Non teacher education mathematics majors will follow the Mathematics Major: Liberal Arts requirements.

Mathematics Major – Liberal Arts and Secondary Education	33 credits
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Required Courses	27 credits
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MAT221 Calculus I and Analytical Geometry	4
MAT222 Calculus II and Analytic Geometry	4
MAT231 Linear Algebra	3
MAT323 Calculus III and Analytic Geometry	4
MAT351 Modern Algebra	3
MAT371 Modern Geometry	3
MAT461 Probability and Statistics	3
CSC351 Computer Science I	3
Select from the following* to obtain 33 credits	
CSC352 Computer Science II	3
MAT341 Differential Equations	3
MAT483 Senior Project	variable

*Other 300+ level math courses, including a history of mathematics course, taken at other colleges and universities may be substituted for these courses.

Mathematics Major – Elementary Education	33 credits
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Required Courses	26 credits
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MAT110 Math for Teachers	3
MAT221 Calculus I and Analytic Geometry	4
MAT222 Calculus II and Analytic Geometry	4
MAT231 Linear Algebra	3
MAT261 Elementary Statistics	3
MAT351 Modern Algebra	3

MAT371	Modern Geometry	3
CSC351	Computer Science I	3
Select from the following* to obtain 33 credits		
MAT323	Calculus III and Analytic Geometry	4
MAT341	Differential Equations	3
MAT461	Probability and Statistics	3
CSC352	Computer Science II	3
MAT483	Senior Project	variable

* Other 300+ level math courses, including a history of mathematics course, taken at other colleges and universities may be substituted for these courses. Three credit hours of lower level Math for Teachers courses may be used as a substitution.

A student pursuing the Mathematics Major for the Elementary Education Teaching Certificate *must complete EDU424*, as well as additional required education coursework.

Mathematics Minor – Liberal Arts and Teacher Education **23 credits**
Required Courses **20 credits**

MAT221	Calculus I and Analytic Geometry	4
MAT222	Calculus II and Analytic Geometry	4
MAT231	Linear Algebra	3
MAT261	Elementary Statistics	3
MAT351	Modern Algebra	3
CSC351	Computer Science I	3
Select from the following* to obtain 23 credits		
MAT323	Calculus III and Analytic Geometry	4
MAT341	Differential Equations	3
MAT371	Modern Geometry	3
MAT461	Probability and Statistics	3
CSC352	Computer Science II	3

*Other 300+ level math courses, including a history of mathematics course, taken at other colleges and universities may be substituted for these courses.

Science

Science is a dynamic process which strives to reach the “best” answer to questions concerned with the world around us; that is, science is a way of knowing. In the sciences we explore the created handiworks of God and our human relationships to them. The following programs provide opportunities for broad experiences, specifically incorporating biology, chemistry, physics, and earth science.

Integrated Science Major – Liberal Arts and Teacher Education **40 credits minimum**

Required Courses (40 credits minimum; 41, if BIO201 is 1 required)		37 credits
BIO201	General Biology*	4
BIO331	Human Biology	3
BIO342	General Ecology	3
BIO344	Evolution	3
CHE211	Chemistry I	4
ESC201	Physical Geology	3

ESC211	Physical Geography	3
ESC311	Meteorology	3
PHY211	Physics I	4
PHY212	Physics II	4
HER383	History of Science	3

Electives

Select from the following to obtain 40 credits.

*Students with two years of high school biology must select one of the following in place of BIO 201:

BIO211	Botany	3
BIO221	Vertebrate Zoology	3
BIO321	Invertebrate Zoology	3
Select one::		
CHE205	Chemistry of Living Systems	4
CHE212	Chemistry II	4

Integrated Science Minor – Liberal Arts and Teacher Education **28 credits****Required Courses** **28 credits**

BIO201	General Biology (or two years of high school biology)	4
BIO331	Human Biology	3
BIO342	Invertebrate Zoology	3
BIO344	Evolution	3
CHE211	Chemistry I	4
ESC211	Physical Geography	3
PHY211	Physics I	4
PHY212	Physics II	4
BIO344	Evolution	3

Demonstrate competency in use of information technologies appropriate to professional educational goal.

Students electing the integrated science major or minor for elementary education take EDU423 Curriculum and Instruction: Science Education (2 credits.) and additional professional education courses designated elsewhere.

Physical Science Minor – Liberal Arts **25 credits****Required Courses** **25 credits**

PHY211	Physics I	4
PHY212	Physics II	4
CHE211	Chemistry I	4
CHE212	Chemistry II	4
Select at least one of these:		
CHE205	Chemistry of Living Systems	4
CHE321	Organic Chemistry I	4

Select at least one of these:

ESC201	Physical Geology	3
ESC311	Meteorology	3
ESC312	Climatology	2

Demonstrate proficiency in MAT112 and MAT261

Physics

The following minor is a collaboration between Eastern Michigan University and Concordia. This minor may be combined with a Mathematics Major. For more information, contact members of the Mathematics or Physics Department.

Physics Minor – Liberal Arts and Secondary Education **39 credits**

Required Courses taken at Concordia **28 credits**

PHY223	Mechanics and Sound	5
PHY224	Electricity and Light	5
MAT221	Calculus I and Analytical Geometry	4
MAT222	Calculus II and Analytical Geometry	4
MAT231	Linear Algebra	3
MAT323	Calculus III and Analytical Geometry	4
MAT341	Differential Equations	3

Required Courses taken at Eastern Michigan University **11 credits**

PHY330	Intermediate Mechanics I	3
PHY360	Heat and Thermodynamics	4
PHY370	Modern Physics	3
PHY372	Modern Physics Laboratory	1

DIVISION OF RELIGION & PHILOSOPHY

Biblical Languages

The courses in Greek and Hebrew provide the student with an acquaintance of the life and thought of two ancient civilizations whose ties in language, life, and thought are many. The offerings in Greek are intended to prepare the student for deeper study and understanding of the early Christian world and the New Testament. The courses in Hebrew are designed to provide a foundation for the study of the Old Testament. They also are intended to serve as an introduction to a Semitic language, literature, and culture. These objectives are best accomplished through a careful study of literature and philosophy in the original language.

Biblical Languages Major – Liberal Arts **34 credits**

Greek **15 credits**

Required courses **12 credits**

GRE201	Elementary Greek I	3
GRE202	Elementary Greek II	3
GRE301	Greek Prose	3
GRE302	Greek Poetry	3

Electives **3 credits**

GRE315	Greek Reading (a, b, c, and/or d)	1-3
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Hebrew **12 credits**

HEB201	Elementary Hebrew I	3
HEB202	Elementary Hebrew II	3
HEB301	Hebrew Prose	3
HEB302	Hebrew Poetry	3

Ancient Culture **6 credits**

Select two of the following courses:

ART321 Art History I	3
REL311 Life and Teachings of Jesus Christ	3
REL312 Life and Teachings of the Apostle Paul	3
REL354 Old Testament World	3
REL355 New Testament World	3

GRE483 or HEB483 Senior Project (1–3)

Greek Minor **20 credits**
Required courses **12 credits**

GRE201 Elementary Greek I	3
GRE202 Elementary Greek II	3
GRE301 Greek Prose	3
GRE302 Greek Poetry	3

Electives **8 credits**

GRE315 Greek Reading (a, b, c, and/or d)	1–3
ART321 Art History I	3
REL311 Life and Teachings of Jesus Christ	3
REL312 Life and Teachings of the Apostle Paul	3
REL354 Old Testament World	3
REL355 New Testament World	3

Philosophy

The philosophy curriculum at Concordia is based on the mission statement of the University. Philosophy is one of the fundamental disciplines in academia. It is that discipline which studies the most basic issues, and which also ties together the other disciplines. It is good for sharpening thinking skills, and for giving students an understanding of the ideas that move society. The American Philosophical Association guidelines for philosophy majors emphasize that there are four different models for the teaching of philosophy: The historical model, the field model, the problems model, and the activity model, all of which we utilized in the Concordia philosophy minor.

Philosophy Minor – Liberal Arts **21 credits**
Required courses **15 credits**

PHI321 History and Problems of Western Philosophy	3
PHI322 Issues in Western Philosophy	3
PHI355 Arguments Analysis	3
REL321 History of Christian Thought	3
REL441 Christian Ethics (w)	3

Electives **6 credits**

PHI331 Philosophy of Religion (w)	3
REL428 Life and Work of St. Augustine	3
POS321 Comparative Political Systems	3
POS361 Civil Rights and Liberties	3

Religious Studies

Concordia University offers an inter-disciplinary major and minor in the fields of religion and philosophy. These courses of study take into account the significant role that religion and philosophy have played in shaping the life and thought of people in both the Eastern and Western world. They offer students the opportunity to examine many of the religious and philosophical ideas that have motivated great movements and controversies which shape the spiritual and intellectual framework of the modern world.

Religious Studies Major – Liberal Arts 34 credits

Required courses 18 credits

BIV131	Christian Religion	3
REL241	Biblical Literature I	3
REL242	Biblical Literature II	3
REL321	History of Christian Thought	3
PHI321	History and Problems of Western Philosophy	3
REL330	World Religions	3

Electives 15 credits

Philosophy 6 credits

Choose at least two of these:

PHI322	Issues in Western Philosophy	3
PHI331	Philosophy of Religion (w)	3
PHI355	Argument Analysis	3
POS321	Comparative Political Systems	3
POS361	Civil Rights and Liberties	3

Religion 9 credits

Choose at least three of these

REL311	Life and Teachings of Jesus Christ	3
REL312	Life and Teachings of Paul	3
REL325	Religion in American Culture	3
REL354	Old Testament World	3
REL355	New Testament World	3
REL422	Life and Work of Martin Luther	3
REL425	Life and Work of C.F.W. Walther	3
REL428	Life and Work of St. Augustine (w)	3
REL441	Christian Ethics (w)	3

Senior Project

REL483	Senior Project	1-3
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Note: Theology courses (those with a THY prefix) may not be counted toward the completion of a major or minor in religion and philosophy.

Religious Studies Minor – Liberal Arts 24 credits

Required courses 18 credits

BIV131	Christian Religion	3
REL241	Biblical Literature I	3
REL242	Biblical Literature II	3
REL321	History of Christian Thought	3
PHI321	History and Problems of Western Philosophy	3
REL330	World Religions	3

Electives **6 credits****Philosophy** **3 credits**

Choose at least one of these:

PHI322 Issues in Western Philosophy	3
PHI331 Philosophy of Religion (w)	3
PHI355 Argument Analysis	3
POS321 Comparative Political Systems	3
POS361 Civil Rights and Liberties	3

Religion **3 credits**

Choose at least one of these

REL311 Life and Teachings of Jesus Christ	3
REL312 Life and Teachings of Paul	3
REL325 Religion in American Culture	3
REL354 Old Testament World	3
REL355 New Testament World	3
REL422 Life and Work of Martin Luther	3
REL425 Life and Work of C.F.W. Walther	3
REL428 Life and Work of St. Augustine (w)	3
REL441 Christian Ethics (w)	3

Note: Theology courses (those with a THY prefix) may not be counted toward the completion of a major or minor in religion and philosophy.

DIVISION OF SOCIAL SCIENCES

Criminal Justice

The Criminal Justice Major prepares men and women for a life of values-based leadership and service in the various segments of the criminal justice field. It emphasizes knowledge of the concepts, procedures and skills related to criminal behavior; competency in analysis and communication; and connection to Christian and ethical values.

Criminal Justice Major – Liberal Arts **58 credits****Prerequisite Courses**

SOC101 Introduction to Sociology	3
POS101 American Government	3
PSY101 General Psychology	3
SOC211 Social Problems	3
CRJ372 Dimensions in Criminal Justice	3

Admission to major: Successful completion of the above courses (C or better) and a 2.0 GPA overall.

Core Courses **18 credits**

CRJ362 Criminology & Deviance	3
CRJ405 Law Enforcement & Police Services	3
CRJ411 Criminal Law & Procedure	3
CRJ425 Corrections	3
CRJ432 Juvenile Justice Process	3
CRJ440 Contemporary Issues In Criminal Justice	3

Cognate (Support) Courses

POS361	Civil Rights and Liberties	3
MAT261	Statistics	3
SSC354	Research in Social Sciences	3
REL441	Christian Ethics	3
SOC321	Cultural Anthropology	3
PSY342	Social Psychology	3
BUS311	Principles of Management	3
SOC355	Racial and Cultural Minorities	3
CRJ415	Criminal Investigation	3
COM351	Group Communication	3
PSY411	Introduction to Counseling	3
ECO200	Principles of Economics	3
POS311	Urban Politics	3
PHI355	Argument Analysis	3

Family Life

The intent of the major is to prepare men and women for a life of service in the church and in the world, within the specialized area of Family Life. The Family Life major is an applied field of study, with a conceptual inter-disciplinary foundation in psychology, sociology, law, economics, and theology. As the most basic social institution, strong, healthy families who are committed to Christ and a life of service represent one of the most positive influences, which will impact our world. The Family Life graduate will leave Concordia with the academic and practical training necessary to develop and implement programming to build and equip healthy families. The National Council on Family Relations has certified the Family Life major, and graduates are thus eligible to be Certified Family Life Educators and or the Certified Hospital Child Life Specialist.

Family Life Major (Social Services)**46 credits****Interdisciplinary Core****34 credits**

SOC333	Families in Society	3
PSY211	Child Psychology	3
PSY212	Adolescent Psychology	3
SOC345	Adulthood and Aging	3
PSY421	Human Sexuality	3
COM355	Interpersonal Communication	3
FAM311	Family Dynamics and Resource Management	3
FAM321	Parent Education and Guidance	3
FAM411	Family Law and Public Policy	3
FAM421	Family Life Education Methodology	3
REL441	Christian Ethics	3
FAM483	Senior Project	1-3

Fieldwork Requirements	12 credits
FAM390 Fieldwork I (A & B)	3
FAM490 Fieldwork II (A & B)	3

Students in the Family Life major are required to complete two semesters volunteering with a church group or community agency prior to applying for admission to the Family Life major. Fieldwork I (FAM 390 A & B) will normally be taken in the junior year; students will spend 120 clock hours each semester at a non-profit agency that supports and /or educates families. Fieldwork II (FAM490 A & B) will normally be taken in the senior year; students will spend 120 clock hours each semester, or by special arrangement a student may be permitted to substitute a full time one semester placement, working with a Family Life professional in a congregational setting. Students not intending to work in a congregational setting will do Fieldwork II at a human services community agency.

Family Life Major (Church Worker)	59 credits
Interdisciplinary Core	34 credits
SOC333 Families in Society	3
PSY211 Child Psychology	3
PSY212 Adolescent Psychology	3
SOC345 Adulthood and Aging	3
PSY421 Human Sexuality	3
COM355 Interpersonal Communication	3
FAM311 Family Dynamics and Resource Management	3
FAM321 Parent Education and Guidance	3
FAM411 Family Law and Public Policy	3
FAM421 Family Life Education Methodology	3
REL441 Christian Ethics	3
FAM483 Senior Project	1-3

Fieldwork Requirements	12 credits
FAM390 Fieldwork I (A & B)	3
FAM490 Fieldwork II (A & B)	3

Students in the Family Life major are required to complete two semesters volunteering with a church group or community agency prior to applying for admission to the Family Life major. Fieldwork I (FAM 390 A & B) will normally be taken in the junior year; students will spend 120 clock hours each semester at a non-profit agency that supports and /or educates families. Fieldwork II (FAM490 A & B) will normally be taken in the senior year; students will spend 120 clock hours each semester, or by special arrangement a student may be permitted to substitute a full time one semester placement, working with a Family Life professional in a congregational setting. Students not intending to work in a congregational setting will do Fieldwork II at a human services community agency.

Theology Requirements	19 credits
BIV131 Christian Religion (incl. in General Studies Core)	3
REL241 Biblical Literature I (incl. in General Studies Core)	3
REL242 Biblical Literature II	3
THY301 Christian Doctrine I	3
THY302 Christian Doctrine II	3

EDU408 Teaching the Christian Faith	2
EDU445 Office of the Christian Teacher	2

Note: Family Life majors may elect to take a minor, although it is not required.

Youth Ministry Concentration

The Youth Ministry Concentration is composed of five practical courses offered over five semesters and is especially designed for church work students in the Family Life or Pre-seminary programs, but is open to all students who are seeking to deepen their knowledge and skills in ministry to homes of adolescents within the church or community. The class work is also available through “Life Long Learning” and open to paid and volunteer youth workers in the church who want certification in Youth Ministry. Courses are offered in three hour blocks in the evening or weekends. May-term courses occur in a one-week, eight-hour-a-day format: students attend 45 hours of class during the week and do the reading and the written work following the class time.

Concentration Courses	14 credits
FAM430 Foundations of Youth Ministry (May term in odd-numbered years)	3
FAM431 Youth Culture (every Fall term)	3
FAM432 Youth Ministry Administration (every Spring term)	2
FAM433 Youth Seminar (one weekend annually, to be announced)	3
FAM434 Practical Skills in Youth Ministry (May term in even-numbered years)	3

History

History may be defined as the recorded expression of past human activity. It includes the record of the political, social, and economic aspects of a people, as well as their artistic products, intellectual activities, scientific progress, and religious beliefs. Courses in this area attempt to underline the broad scope of history in all activities of men and women.

History Minor – **21 credits**

Liberal Arts, Elementary Education, Secondary Education

Core Courses	15 credits
HIS111 American Civilizations I	2
HIS112 American Civilizations II	2
HIS101 World Civilizations I	2
HIS102 World Civilizations II	2
HIS331 Historiography - state & local history	3
HIS355 Racial and Cultural Minorities	3
HIS490 Internship in History	1

Electives **6 credits**

Choose 2 courses from:

HIS421 Special Topics	3
HER385 Area Studies (w)	3
HIS311 U.S. West	3
HIS465 Seminar in History (w)	3

Other courses with permission, possibilities include:

ART321 Art History I (w)	3
ART322 Art History II (w)	3
HER382 American Cultural and Intellectual Life	3

List continues on next page.

Other courses with permission, possibilities include: (*continued*)

HER381 Renaissance & Reformation	3
HER383 History of Science (w)	3
MUS331 History of Music I (w)	3
MUS332 History of Music II (w)	3
PHI321 History/Problems of Western Philosophy	3
REL321 History of Christian Thought	3

Psychology

Psychology introduces the student to the methods and findings of the scientific study of human behavior and mental processes, plus the application of scientific principles in helping to solve personal and societal problems, all within the context of biblical principles and Christian faith. The major is intended to prepare the student for graduate study in psychology, counseling, theology, education, and related fields. It may be combined with the Pre-Seminary or Teacher Education program. Graduates may also seek immediate employment in fields such as the social services, business, government, law enforcement, and allied health.

Psychology Major – Liberal Arts and Education

33 credits

Required Courses

24 credits

PSY101 General Psychology	3
Select at least one of these:	
PSY211 Child Psychology	3
PSY 212 Adolescent Psychology	3
PSY214 Psychology of the School Aged Child	3
PSY290 Field Experience I	0
MAT261 Statistics	3
SSC354 Research in the Social Sciences	3
PSY341 Cognitive Psychology	3
PSY343 Physiological Psychology	3
PSY390 Field Experience II	0
PSY361 Abnormal Psychology	3
PSY483 Senior Project	3

Electives

9 credits

PSY332 Psychological Testing and Measurements	3
PSY342 Social Psychology	3
PSY362 Personality Psychology	3
PSY411 Introduction to Counseling	3
PSY421 Human Sexuality	3
COM355 Interpersonal Communication	3
SOC345 Adulthood and Aging	3
SOC353 Death and Dying	3
PSY490 Internship	3

*Students in Teacher Education must select a minor (or a second minor for the Elementary Education two minor option) in a subject traditionally taught in schools, such as Art Education, English, General Science, Mathematics, Physical Education, Music Education, or Social Studies.

Because of limited demand for psychology teachers, we do not recommend a psychology major for secondary education. Secondary education candidates who wish to elect the minor should combine it with a major with substantial demand in secondary schools: mathematics, sciences, English or social studies.

Psychology Minor – Liberal Arts and Education***24 credits****Required Courses****18 credits**

PSY101	General Psychology	3
Select at least one of these:		
	PSY211 Child Psychology	3
	PSY212 Adolescent Psychology	3
	PSY214 Psychology of the School Aged Child	3
PSY290	Field Experience I	0
MAT261	Statistics	3
SSC354	Research in the Social Sciences	3
PSY341	Cognitive Psychology	3
PSY343	Physiological Psychology	3

Electives**6 credits**

PSY332	Psychological Testing and Measurements	3
PSY342	Social Psychology	3
PSY361	Abnormal Psychology	3
PSY362	Personality Psychology	3
PSY411	Introduction to Counseling	3
PSY421	Human Sexuality	3
COM355	Interpersonal Communication	3
SOC345	Adulthood and Aging	3
SOC353	Death and Dying	3
PSY490	Internship	1–16

*Students in Teacher Education must select a minor (or a second minor for the Elementary Education two minor option) in a subject traditionally taught in schools, such as Art Education, English, General Science, Mathematics, Physical Education, Music Education, or Social Studies.

Because of limited demand for psychology teachers, we do not recommend a psychology major for secondary education. Secondary education candidates who wish to elect the minor should combine it with a major with substantial demand in secondary schools: mathematics, sciences, English or social studies.

Social Studies**Social Studies Major/Minor – Elementary Education****36/25 credits****Level One (Major/Minor)****11–13 credits**

ECO200	Economics	3
GEO200	Human Geography	3
Major must include one of these, Minor includes both.		
	HIS102 Development of World Civilizations II	2
	HIS112 Development of American Civilizations II	2
POS101	American Government	3

Level Two (Major/Minor)**12 credits**

ECO331	International Economics	3
GEO/SOC321	Ethnographic Geography	3

Select one:

POS311 Urban Government	3
POS321 Comparative Political Systems	3
POS361 Civil Rights & Liberties	3

HIS/SOC355 American Racial and Cultural Minorities	3
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Note: The first two levels comprise the minor in social studies.

Level Three (Major only) 13 credits

SSC451 Issues in the Social Sciences	3
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HIS300+ Upper-level history elective	3
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SSC483 Senior Project	1
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Choose six (6) credits (only one course may be a general studies course) from social science cross-disciplinary courses or other approved courses	6
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Note: All elementary majors and minors who seek certification in social studies may be required to participate in an exit assessment which may include but is not limited to one or more of the following: an interview, a portfolio, and/or an externally administered and validated test of social studies and history content. Students must perform at a minimum level specified by the University to successfully complete the major/minor. Furthermore, we recommend that the minor be taken with a history or psychology minor, not alone.

Social Studies: Secondary Major with History Minor

This design requires that all students will combine a social studies major with a history minor as a complement. A social studies minor is not available to secondary education candidates.

Social Studies: Secondary Major with History Minor 36 credits

Level One 11 credits

ECO200 Economics	3
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GEO200 Human Geography	3
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HIS102 Development of World Civilizations II	2
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POS101 American Government	3
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Level Two 12 credits

ECO331 International Economics	3
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GEO/SOC321 Ethnographic Geography	3
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Choose one of these:

POS311 Urban Government	3
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POS321 Comparative Political Systems	3
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POS361 Civil Rights & Liberties	3
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SSC451 Issues in the Social Sciences	3
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Level Three 13 credits

INS300+ Upper-level Institutions course	3
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SSC483 Senior Project	1
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Choose nine (9) credits from social sciences other than history: economics, geography, political science, sociology, or approved cross-disciplinary courses.	9
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Note: All secondary majors will be required to participate in an exit assessment which may include but is not limited to one or more of the following: an interview, a portfolio, and/or an externally administered and validated test of social studies and history content. Students must perform at a minimum level specified by the University to successfully complete the major/minor for which they seek certification.

Social Studies: Secondary Major with Psychology Minor

This design requires that all students will combine a social studies major with a minor in a social science other than history (only psychology is available at this time) as a complement.

A social studies minor is not available to secondary education candidates.

Social Studies: Secondary Major with Psychology Minor		36 credits
Level One		11 credits
ECO200	Economics	3
GEO200	Human Geography	3
HIS102	Development of World Civilizations II	2
POS101	American Government	3
Level Two		12 credits
ECO331	International Economics	3
GEO/SOC321	Ethnographic Geography	3
Select one:		
POS311	Urban Government	3
POS321	Comparative Political Systems	3
POS361	Civil Rights & Liberties	3
HIS/SOC355	American Racial and Cultural Minorities	3
Level Three		13 credits
INS300+	Upper-level Institutions or Heritage course	3
SSC451	Issues in the Social Sciences	3
SSC483	Senior Project	1
Choose six (6) credits from social sciences: economics, geography, history, political science, or approved cross-disciplinary courses.		6

Note: All secondary majors will be required to participate in an exit assessment which may include but is not limited to one or more of the following: an interview, a portfolio, and/or an externally administered and validated test of social studies and history content. Students must perform at a minimum level specified by the University to successfully complete the major/minor for which they seek certification.

Sociology

The Sociology minor is intended to provide the student with a broad liberal arts experience that will complement course work in other majors. A sociology minor will be most helpful to those students who major in an area directly related to preparation for service to diverse populations.

Sociology Minor – Liberal Arts		21 credits
Required Courses		6 credits
SOC101	Introduction to Sociology	3
SOC211	Social Problems	3
Electives		15 credits
COM351	Group Communication	3
COM355	Interpersonal Communication	3
PSY342	Social Psychology	3
SOC312	Urban Sociology	3

SOC321	Cultural Anthropology	3
SOC333	Families in Society	3
SOC345	Adulthood and Aging	3
SOC353	Death and Dying	3
SOC355	American Racial and Cultural Minorities	3
SOC361	Criminology and Delinquency	3
SOC421	Sociology of Religion	3
SOC431	Social Theory	3
SOC490	Internship in Sociology	1–3
SOC499	Honors Work in Sociology	3
SSC354	Research in Social Sciences (Prerequisite: MAT261)	3
SSC451	Issues in Social Sciences	3
Other courses with SOC prefix as added		

ADMISSION TO THE ACCELERATED DEGREE PROGRAM (ADP)

Admission to Concordia University is based upon a wide range of criteria designed to identify a student body with integrity, high academic standards and serious educational and personal goals. True to the University's commitment to individualized education, each application receives a confidential and in-depth reading.

Admission Criteria

When making the admission decision, the Director of Admission and/or Admissions Council considers a number of factors including special characteristics of the applicant's background. These may include: recommendations; test scores; personal statement and/or interview. In addition, recent grade trends and general contributions to the school, community and church may be considered.

General Requirements

To qualify for admission into the Accelerated Degree Program (ADP), the student must:

- Be at least 23 years old
- Have a minimum of three years full-time work experience

To apply for an adult baccalaureate program a prospective student must submit:

- A completed application form
- A one page written essay expressing personal and professional objectives
- An official high school transcript or official certification of high school equivalency or GED diploma
- Official copies of all college transcripts
- Transcribed evidence of the completion of at least one college level course in each of the following:
 - English
 - Algebra

Transfer of Credit

Students transferring credit for former coursework must have an official transcript sent directly to the ADP Admissions Office from the Registrar at each collegiate institution previously attended. Official transcripts are required for an accurate evaluation of transfer credits. Transcripts presented in person by the student are unofficial as are any evaluations based upon them.

For transfer credit, Concordia University will consider college-level credits originally earned at any regionally accredited institution of post-secondary education or through the military services (as recognized by the American Council on Education) regardless of the means by which the credits were earned at the originating institution. Credits accepted by Concordia's Registrar may be used toward university-wide requirements, and must be approved by the appropriate division/dean/council to fulfill program/major/minor requirements. No credits from courses with grades below C- (1.6667) will be accepted for transfer. Grades of "pass" or "satisfactory" or any similar term will be considered as C- or better unless the official transcript indicates a different policy at the originating institution. Grades for transfer credits are not recorded on the Concordia transcript but may influence grade point averages for some programs/majors/minors. After a student is enrolled at Concordia, courses taken at other regionally accredited institutions should be approved in advance and in writing through the Registrar's office.

Facsimile and Electronic Transmission of Documents

Faxed or electronically transmitted documents are not considered official documents. While these documents may be helpful in advising and counseling students, official documents from the sending school's registrar's office to Concordia must be received following facsimile and/or electronic transmission for Concordia to take official action.

General Education Transfer Credit

A transfer student who enrolls as a full-time baccalaureate student and has partially completed traditional general education requirements, shall complete the remaining core requirements with courses from Concordia's General Education Requirements. Exceptions can be granted only through Michigan Uniform Undergraduate Guest Applications or a Petition for Substitution with the appropriate signatures of approval (both forms are available at the Registrar's Office). An evaluation of transfer credit is done by the Registrar and may be appealed to the General Studies Division chair. Courses to complete general education requirements are selected when preparing a degree completion plan with an academic advisor.

Credits Earned During Military Service

Veterans may receive appropriate credit for education preparation and experience acquired while in the armed forces. A veteran with an honorable discharge from active duty can receive such credit in accordance with the recommendations of the American Council on Education. Veterans should contact the Registrar's Office for assistance and should submit a copy of their Dd214 and an official military transcript (AARTS-Army, SMARTNavy/Marines, Community College of the Air Force).

Attendance at Neighboring Universities & Colleges

Students who would like to supplement Concordia's curriculum offerings may consider attending other area schools such as the University of Michigan, Eastern Michigan University, Cleary University or Washtenaw Community College on a part-time basis while they are attending Concordia. Written approval from an academic advisor is required before enrolling in courses outside of Concordia University–Ann Arbor. Michigan Uniform Undergraduate Guest Applications for all Michigan colleges and universities are available. The student is responsible for tuition charges from another institution, and those credit hours are not considered part of the student's Concordia course load, unless a signed consortium agreement is executed through the Financial Aid Office.

Accelerated Degree Program: Degree Requirements

Revisions in degree requirements and academic regulations take effect on the first day of July following their adoption by the faculty and the Board of Regents. Students at Concordia University will normally follow the degree requirements and academic regulations in effect at the time of their admission; however, a student who changes a major, minor, or program may be required to follow the requirements in effect at the time of the change. Such a decision would be based on the availability of required courses and may be appealed to the appropriate division or dean. Revised requirements by government agencies or certification associations may influence the student's degree requirements regardless of previously stated requirements.

Students are expected to read the regulations of the University and to conform to them. The student, not the University or any member of the faculty or staff, is responsible for meeting the requirements for a degree. Petition forms for the substitution or waiver of a requirement are available from the Registrar and must be approved according to faculty policy.

Registration and payment of fees imply an agreement by the student to conform to regulations of the University. Failure to meet obligations to the University, financial or otherwise, will be cause for refusal to issue a degree, transcript, and diploma.

Final responsibility for meeting all graduation requirements rests with the student.

Concordia University provides a variety of opportunities that serve the growing demand for adults to continue their education. The School of Adult and Continuing Education provides opportunities that range from single, non-credit experiences to baccalaureate degrees designed for working adults. The Accelerated Degree Program currently offers majors in Business Administration & Leadership, Criminal Justice Administration, Communication, and Public Safety Administration. The Accelerated Degree Program also offers two minors in Business Administration & Leadership and Communication. The requirements of each major/minor are listed in the section titled School of Adult and Continuing Education. In addition, students in the Accelerated Degree Program must complete the general education requirements described below.

General Degree Requirements: Accelerated Degree Program

1. The student must have a minimum cumulative grade point average of 2.0000 for all graded courses and for the courses in his/her major/minor.
2. Courses that are not considered to be college level (normally courses numbered below 100) will not be counted toward a degree.
3. If no credit hours have been added to the student's Concordia transcript for two or more calendar years, the student must apply (through the Office of Admission) for readmission and meet the requirements in effect at the time of readmission.
4. The student must provide the Registrar with official transcripts sent directly from all other regionally accredited colleges or universities where he/she attended. An official transcript showing high school graduation (or an official copy of GED scores) sent directly from the high school (or testing center) is required if the ADP student has earned less than 12 college credits.
5. An application for commencement/diploma must be filed with the Registrar in a timely manner to be eligible for a diploma.
6. The student must fulfill all financial obligations to the University to be eligible for a diploma and/or an official transcript.

General Education Requirements for the Accelerated Degree Program

The following table summarizes the distribution of requirements for the general education credits related to all Accelerated Degree Program students. All numbers represent semester hours of credit. Quarter hours must be multiplied by 2/3. Grades of C- (1.6667) or above are required for transfer credits to be accepted. Credits earned through courses, standardized tests, or Professional Schools & Training Programs must be assigned to appropriate sub-categories, or they will be considered electives. After formal admission to Concordia University, sub-category assignments must be made through the Registrar's Office before additional credits are earned.

I. Communication and Literature**9 credits**

Choose at least two of the following sub-categories
(at least three credits of written composition are required):

Written Composition (required)	3-6
Public Speaking	0-4
Communication/Literature*	0-4

*A course or standardized test in literature can be counted in either category, but not both categories; however, a second course, paper or test can be used in the other category.

II. Fine Arts and Humanities**9 credits**

Choose at least three of the following sub-categories
(at least one of the choices must be from Group 1):

Group 1	
Visual Arts	0-4
Music	0-4
Theatre	0-4
Dance (not a physical activity course)	0-4
Architecture	0-4
Group 2	
Foreign Language	0-4
Humanities	0-4
Literature*	0-4
Philosophy	0-4
Religion (except the courses in the major)	0-4

*A course or standardized test in literature can be counted in either category, but not both categories; however, a second course, paper or test can be used in the other category.

III. Natural Sciences and Mathematics**9 credits**

Choose at least three of the following sub-categories

Astronomy	0-4
Biology/Life Science	0-4
Chemistry	0-4
Ecology/Environmental Science	0-4
Geology/Earth Science	0-4
Kinesiology	0-4
Mathematics**	0-4
Natural Sciences	0-4
Physics/Physical Science	0-4

**Any mathematics course must be more advanced than Intermediate Algebra and requires a grade of C- (1.6667) or better.

IV. Social Sciences**9 credits**

Choose at least three of the following sub-categories

Anthropology	0-4
Economics	0-4
Geography	0-4
History	0-4
Political Science	0-4
Psychology	0-4
Social Sciences	0-4
Sociology	0-4

V. Electives**42-50 credits**

VI. Computer Proficiency**3 credits****Required Course:**

GST 150 Introduction to Campus Information Systems	1 credit
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Choose one of these:

GST 151 Introduction to Campus Computing	2
Take and pass an approved computer proficiency test	P/NC
Take an approved transfer course	P/NC

VII Religion and Major**42-50 credits**

The designated courses to be taken for each major are listed below.

Minimum Total Required:**128 credits****Notes:**

- For students enrolled in the Accelerated Degree Programs, a Bachelor of Arts Degree, (B.A.) requires completion of a minimum of 128 credits. These credits must include the general education requirements described above, the requirements of the major (see the major for a description), minor (if applicable), elective credits as needed, and completion of the computer proficiency requirements. Of the 128 hours required for graduation, at least 30 hours (including at least six credits in the major and a senior project) must be completed in courses offered by Concordia University, Ann Arbor.
- An Accelerated Degree Program student must complete a minimum of one approved major. The Registrar must certify the completion of approved ADP majors.
- Senior Project: The Senior Project is the culminating activity required for the completion of the bachelor's degree. It is carried out within the context of the student's major or program but draws on all the student has learned. The Senior Project may take a variety of forms: independent research and writing, performance, collaborative work with a faculty member, or an internship.

Business Administration & Leadership

The Business Administration and Leadership accelerated major is designed for the working adult. The program features the development of skills in professional leadership and administration, and prepares students for mid-level management positions in a variety of business settings. Program requirements include the core of Business courses, Research Methods course, three religion courses, and the Senior Project. Up to 30 credit hours of the degree may be earned through credit for Prior Learning.

Business Administration and Leadership Major**50 credits****Accelerated Degree Program (ADP)****ADP Core Requirements:****17 credits**

ADP310 Writing the Critical Analysis	3
BUS402 Research Methods	3
BAL484 Senior Project I	2
BAL485 Senior Project II	3
REL303 Foundations of Christianity	2
REL305 Faith, Values & Leadership	2
REL445 Ethics and Leadership	2

Requirements for Business Administration and Leadership Major**33 credits**

ACC310 Financial Accounting	3
BUS314 Administration of Human Resources	3
BUS321 Business Law	3
BUS332 Marketing	3

BUS412	Management and Supervision	3
BUS440	Organizational Behavior	3
BUS450	Leadership Theory	3
COM202	Business Communications	3
ECO201A	Economics Microeconomics	3
ECO202A	Economics Macroeconomics	3
MAT105	Introduction to Basic Statistics	3

Business Administration and Leadership Minor **21 credits**
Accelerated Degree Program (ADP)

Requirements for Business Administration and Leadership Minor

COM202	Business Communication	3
ECO201A	Economics Microeconomics	3
BUS314	Administration of Human Resources	3
BUS440	Organizational Behavior	3
BUS332	Marketing	3
BUS412	Management and Supervision	3
BUS450	Leadership Theory	3

Criminal Justice Administration

The Criminal Justice Administration major is designed for the working adult. The program features the development of skills in professional leadership and administration, and prepares students for mid-level management positions in Criminal Justice systems. In addition to an Orientation session, the program features 15 courses, including Writing the Critical Analysis, Research Methods, and the Senior Project. Up to 30 credit hours of the degree may be earned through credit for Prior Learning. In May '01, the CJA major was revised and aligned with the standards of quality set by the national Academy of Criminal Justice Sciences for baccalaureate programs.

Criminal Justice Administration Major **41 credits**
Accelerated Degree Program (ADP)

ADP Core Requirements: **17 credits**

ADP310	Writing the Critical Analysis	3
BUS402	Research Methods	3
CJA484	Senior Project I	2
CJA485	Senior Project II	3
REL303	Foundations of Christianity	2
REL305	Faith, Values & Leadership	2
REL445	Ethics and Leadership	2

Requirements for Criminal Justice Administration Major **24 credits**

CJA362	Criminology and Deviance	3
CJA372	Dimensions in Criminal Justice	3
CJA405	Law Enforcement and Police Services	3
CJA411	Criminal Law and Procedure	3

CJA425	Corrections	3
CJA432	Juvenile Justice Process	3
CJA440	Contemporary Issues in Criminal Justice	3
CJA450	Supervision and Leadership	3

Communication

The Communication major is designed for working adults. The program is interdisciplinary, combining business, information management, and communication courses. This academic discipline can be applied to a wide variety of occupations. The skills developed in this program pertain to virtually any professional setting. The program features 17 courses, including Writing the Critical Analysis, Research Methods, Senior Project and two additional elective communication options. Up to 30 credit hours of the degree may be earned through Credit for Prior Learning.

Communication Major – Accelerated Degree Program (ADP) 50 credits

ADP Core Requirements: 17 credits

ADP310	Writing the Critical Analysis	3
BUS402	Research Methods	3
OCM484	Senior Project I	2
OCM485	Senior Project II	3
REL303	Foundations of Christianity	2
REL305	Faith, Values & Leadership	2
REL445	Ethics and Leadership	2

Requirements for Communication Major 33 credits

ART220	Design and Publishing on the Internet	3
COM202	Business Communication	3
COM203	Intro to Organizational Communication	3
COM301	Persuasive Communication	3
COM303	Communication Theory	3
COM351	Group Communication	3
COM355	Interpersonal Communication	3
COM356	Organizational Writing & Publishing	3
COM405	Public Relations	3

Electives: 6 credits

COM331	American Eloquence: Voices of Leaders	3
COM332	Mass Communication	3
COM334	Negotiations, Argumentation and Debate	3
COM441	Systems Thinking and Design	3
COM445	Conflict Management	3
LAN282	Language, Communication & Culture	3

Communication Minor – Accelerated Degree Program **21 credits**

Requirements for Communication Minor

COM202 Business Communication	3
COM203 Intro to Organizational Communication	3
COM301 Persuasive Communication	3
COM351 Group Communication	3
COM355 Interpersonal Communication	3
COM356 Organizational Writing & Publishing	3

Electives **3 credits**

Choose one of these:

COM405 Public Relations	3
COM334 Negotiations, Argumentation and Debate	3

Public Safety Administration

The Public Safety Administration major is designed to prepare men and women for a life of values-based leadership and service in the various segments of the field of Public Safety, the Church and the world. The program features 19 courses, including Writing the Critical Analysis, Research Methods, and the Senior Project. In addition to the Core requirements, students are required to select 9 credits from an Emphasis Area in Emergency Response Management, Fire Science Administration or Criminal Justice Administration.

Public Safety Administration Major **53 credits**

Accelerated Degree Program (ADP)

ADP Core Requirements: **17 credits**

ADP310 Writing the Critical Analysis	3
BUS402 Research Methods	3
PSA484 Senior Project I	2
PSA485 Senior Project II	3
REL303 Foundations of Christianity	2
REL305 Faith, Values & Leadership	2
REL445 Ethics and Leadership	2

Requirements for Public Safety Administration Major **36 credits**

Public Safety Administration Core **27 credits**

BUS314 Administration of Human Resources	3
COM334 Negotiations, Argumentation & Debate	3
COM356 Organizational Writing & Publishing	3
COM405 Public Relations	3
HIS355 American Racial & Cultural Minorities	3
PSA204 Introduction to Public Administration	3
PSA361 Civil Rights and Liberties	3
PSA401 Financial Planning and Budgeting	3
PSA421 Theories of Public Administration	3
PSA445 Strategic Management and Planning	3

Areas of Emphasis: Choose 3 courses in any one area of emphasis**Emergency Response Management****9 credits**

EMG301 Inter-Disciplinary Incident Command	3
EMG324 Emergency Preparedness	3
EMG442 Current Issues in Emergency Management	3

Fire Science Administration**9 credits**

EMG301 Inter-Disciplinary Incident Command	3
EMG360 Community & the Fire Threat	3
EMG420 Advanced Fire and EMS Administration	3

Criminal Justice Administration (choose 3 courses)**9 credits**

CJA372 Dimensions in Criminal Justice	3
CJA405 Law Enforcement & Police Services	3
CJA411 Criminal Law & Procedure	3
CJA425 Corrections	3
CJA 432 Juvenile Justice Process	3
CJA440 Contemporary Issues in Criminal Justice	3

Official Records & Release of Information

Official records are those records or files which directly relate to a student and are maintained by the university in accordance with policies and procedures stipulated in the Faculty Handbook. The official records of students are considered confidential information and, as such, shall be kept private from third parties. Every student in attendance, or who has been in attendance, has the right to inspect and review his/her official records. Concordia stipulates the following as official student records and names the corresponding position holders as responsible for their administration, retention and disposal:

Academic Advisement Files	Academic Advisors/Registrar
Academic Programs	Program Directors
Admission Files	Director of Admissions
Athletic Records	Director of Athletics
Business and Accounting Records	Business Office Manager
Church Worker Placement Files	Program Directors
Disciplinary Files	VP of Student Services
Financial Aid Files	Director of Financial Aid
Health Records	VP of Student Services
Standardized Test Results/Transcripts	Registrar

Provisions can be made for the periodic routine destruction of non-permanent records and non-current disciplinary records. Each office listed above is responsible for publishing a statement detailing the following: (1) the length of time a record is maintained, (2) the kind of material(s) which will be kept in the record, (3) individuals and/or offices which will have access to the records and, (4) policy for disposal of documents.

Exceptions

1. Unsuccessful applicants for admission to Concordia are not eligible for the considerations noted above.
2. Parents of Concordia students are considered third parties. The student must sign a waiver authorizing the appropriate office to release information to parents or others.
3. An instructor's own records, when kept in the sole possession of the maker and not accessible or revealed to any other individual except a substitute instructor, are not considered official records of Concordia.
4. Records which simply reflect the student as an employee of the institution are exempted from the definition of official records.
5. Records created or maintained by a physician, nurse, psychiatrist, psychologist or other recognized professional, or paraprofessional acting in his/her official capacity and used only for treating the student and not disclosed to any other individual except for those providing treatment, are exempted.

Right to Amend

A student who believes the information in an official record is inaccurate or misleading or violates the student's privacy may request that Concordia amend the record.

If a request for amendment is refused, the student may request a hearing to challenge the content of the record within twenty one days. The student must be given notice of the date and time. The hearing will be conducted by a member of the President's Cabinet who does not have a direct interest in the outcome. The student must have full opportunity to present evidence relative to the issues and has the option of being represented by an individual, including an attorney. If Concordia decides not to change the record, the student must be so informed in writing and given the opportunity to place in the record a statement commenting upon the information in the official record. This statement must be maintained with the record as long as the record is maintained.

Release of Information with Student Consent

Concordia may not disclose information from a student's official record without first obtaining the written consent of the student, except under certain limited circumstances noted below. Any consent for disclosure must be signed and dated by the student and must specify the records to be disclosed, the purpose(s) of the disclosure and the party or class of parties to whom the disclosure may be made.

Concordia may disclose without prior consent personally identifiable information regarding a present or former student if it is "Directory Information" from the three following categories:

Category I: Name, addresses (including permanent, local, and e-mail), current class schedule, telephone numbers, dates of attendance, class level (e.g. sophomore, graduate student), photographs, birth date, place of birth

Category II: Previous institution(s) attended, major field of study, awards, honors (includes Dean's list), degree(s) conferred (including dates), full time/part time status, number of credits carrying in current semester

Category III: Past and present participation in officially recorded athletic and co-curricular activities, physical factors (i.e. height and weight of athletes)

Although such information may be released without student consent, students may request information contained in any or all of the above categories not be released to any and all parties, except as stipulated below. Such a request will be made in writing to the registrar's office.

- A student's consent is not required if a record is to be disclosed to other administrators, faculty or staff within the University who have a legitimate educational interest in the information.
- Information may be disclosed to determine the eligibility for student aid, the amount of it, the conditions which will be imposed regarding it, and to enforce such terms or conditions.
- Information about a student can be released without consent to organizations conducting studies for, or on behalf of, the University to develop, validate, or administer predictive tests, administer student aid programs or improve instruction or retention.
- Accrediting organizations may be given information about students in order to carry out their functions.
- Concordia may release a record without student consent to comply with a judicial order or lawfully issued subpoena.

The University may disclose education records in certain circumstances:

- To appropriate parties in a health or safety emergency
- To the official of another school, upon request, to which a student intends to enroll
- To Officials of the U.S. Dept. of Education, the Comptroller General, to state and local educational authorities, in connection with state or federally supported education programs
- To appropriate parties the results of an institutional disciplinary proceeding against the alleged of a crime of violence
- To military recruiters per the Solomon Amendment

Additional exceptions stipulated by the Family Educational Rights and Privacy Act of 1974, as amended, will be honored.

Record of Disclosure

Concordia must maintain a record of disclosure of official records to third parties. This record must be kept as long as the file is maintained. This record of disclosures is for inspection by the student.

Social Security Privacy

Concordia University protects the student's right of privacy of information and recognizes the importance of maintaining the confidentiality of student records while performing effective functions of the University. In this effort, CUAA assigns each student a unique Student ID to be used in place of the Social Security Number (SSN).

Social Security Numbers are collected from all students and are required for financial aid and specific reporting functions as required by the State and Federal government. Social Security Numbers may be used for mailing of transcripts if the student makes the request, reporting to the National Student Clearinghouse, attendance verifications, degree reporting, and loan tracking.

The Student ID number is used whenever the student registers for classes, makes a payment, or other internal functions. The Student ID will print on any internal hard copy material such as grade lists, attendance rosters, bills, etc. Copies of materials with a student's ID or SSN are destroyed by shredding when not retained in a secure area. Any original hard copy material, such as applications, with the SSN listed, is treated as confidential material and is destroyed by shredding after the student has not registered for five or more years.

Faculty and staff are notified annually of privacy procedures and FERPA requirements for any form of verbal or written communication.

ADMISSION TO GRADUATE PROGRAMS

Admission to Concordia University is based upon a wide range of criteria designed to identify a student body with integrity, high academic standards and serious educational and personal goals. True to the University's commitment to individualized education, each application receives a confidential and in-depth reading.

Admission Criteria

When making the admission decision, the Director of Admission and/or Admissions Council considers a number of factors including special characteristics of the applicant's background. These may include: recommendations; test scores; personal statement and/or interview. In addition, recent grade trends and general contributions to the school, community and church may be considered.

General Requirements

To qualify for admission into the Master of Science program, the student must have:

- A bachelor's degree from a regionally accredited institution
- A cumulative grade point average of 3.0 or higher on a 4.0 scale.
- Competence in computing and communication skills.

To apply for the graduate program a prospective student must submit:

- A completed application form for a specific program.
- Official transcripts from each college/university and seminary previously attended, unless such transcripts are already on file at Concordia University. In the latter case, the student should ask the Registrar to send official transcripts to the Graduate Admissions office.
- A one page written essay, expressing personal and professional objectives.
- Additional information as listed for a given program.

Educational Leadership - Admission Requirements

In addition to the above, applicants to the Educational Leadership program must submit the following:

- The Confidential Appraisal Forms from two supervisors, addressing the quality of the applicant's professional work and sent directly to Concordia University, School of Education – Graduate Admissions.

Organizational Leadership & Administration - Admission Requirements

In addition to the above, applicants to the Organizational Leadership and Administration program must submit the following:

- A professional resume (At least 3 years of full-time work experience is required)
- Transcribed evidence of the completion of at least one college level course in each of the following:*
- Economics (Macro or Micro)
- Statistics

*If these have not been completed, students are required to complete these as corequisites within the first semester.

Transfer of Credit

Students who fulfill the entrance requirements may transfer a maximum of 6 credits, earned within the past five years from another accredited institution. The Dean of the appropriate School will, in consultation with the Graduate Studies Committee, make those decisions.

Degree Requirements

Master of Science Degree in Educational Leadership

Concordia University's Master of Science in Educational Leadership is designed for professional educators who are seeking advanced professional training for positions in P-12 public and Christian schools. The nationally accredited School of Education at Concordia University provides a curriculum aligned with the Michigan Standards and in the three point mission of the School of Education to prepare professional educators who are servant leaders, reflective practitioners, and committed to life-long learning.

Educational Leadership Studies are foundational to the three concentrations that make up the graduate education curriculum. A core curriculum of 12 credit hours in foundational studies begins the program from which students may choose to specialize in one of three concentrations:

Educational Leadership and Administration

This program is designed for current and aspiring administrators who desire to build a theoretical understanding of effective leadership, and develop practical skills in educational administration. In this program, practical and relevant leadership skills and concepts are applied to the contemporary educational setting.

Educational Leadership Studies Core	12 credits
EDU520 Educational Leadership: Theory and Practice	3
EDU530 Organizational Theory in Educational Settings	3
EDU550 Research Methods in Education	3
EDU570 Professional Learning Communities in a Pluralistic Society	3

Educational Leadership And Administration: Concentration Requirements

Educational Leadership And Administration: Concentration Requirements	18 credits
EDU580 Curriculum Development and Instructional Supervision	3
EDU610 Legal, Ethical & Policy Issues for School Leaders	3
EDU630 The Principalship: Current Issues & Emerging Trends	3
EDU640 Personnel Management and Professional Development	3
EDU650 Funding and Financing Schools	3
EDU795 Guided Research and Practice	3

Curriculum and Instruction

This program is designed to help the classroom practitioner develop an understanding of effective instruction and curriculum development. Teachers will also acquire the leadership skills necessary to both initiate change and create academic improvement in the school setting. Current research based theories and methods are presented to facilitate professional development for the P-12 teacher.

Educational Leadership Studies Core	12 credits
EDU520 Educational Leadership: Theory and Practice	3
EDU530 Organizational Theory in Educational Settings	3
EDU550 Research Methods in Education	3
EDU570 Professional Learning Communities in a Pluralistic Society	3

Curriculum and Instruction	18 credits
<i>Concentration Requirements</i>	
EDU560 Cultural Issues in Curriculum, Classroom, and Community	3
EDU580 Curriculum Development and Instructional Supervision	3
EDU590 Curriculum Inquiry and Reform	3
EDU620 Educational Policy: Current Issues and their Effects on Curriculum	3
EDU795 Guided Research and Practice	3

Religious Education Studies

This program is designed to help the classroom practitioner or administrator develops the skills to effectively construct and direct a program of religious studies. Upon completion of the program, participants who qualify, may also receive the Lutheran Teaching Diploma (LTD). The religious studies component is based on the traditional teaching of the Lutheran Church Missouri Synod (LCMS).

Educational Leadership Studies Core	12 credits
EDU520 Educational Leadership: Theory and Practice	3
EDU530 Organizational Theory in Educational Settings	3
EDU550 Research Methods in Education	3
EDU570 Professional Learning Communities in a Pluralistic Society	3

Religious Education Studies:	18 credits
<i>Concentration Requirements</i>	
RES501 Advanced Studies in the Old Testament	3
REL502 Advanced Studies in the New Testament	3
RES503 Confessional Lutheran Theology	3
RES504 Christian Doctrine	3
RES505 Curriculum Construction for Teaching the Faith	2
RES506 Varieties of Belief	2
RES507 History of Christian Thought	2
RES508 Seminar on the Office of the Christian Teacher	2
RES510 Project in Religious Education	1

Master of Science Degree in Organizational Leadership & Administration

Purpose

The Master of Science degree in Organizational Leadership and Administration is designed for the working adult. The curriculum focuses on leadership theory and practice, ethics, and communication. Throughout the program students will assess and develop their own leadership abilities within the context of their own profession and the wider global community.

Program Objectives

Upon successful completion of the Master of Science degree in Organizational Leadership and Administration, the graduate will:

1. Understand servant leadership and apply Christian ethics.
2. Integrate theories of leadership and management at one's work.
3. Recognize the strength of multicultural diversity and global interdependence.

4. Appreciate affirmative action and the value of equal opportunity.
5. Develop negotiation and conflict resolution skills.
6. Understand the financial tools and techniques used in modern organizations.
7. Understand the application of information systems.
8. Expand research skills.
9. Write and speak effectively in the program.

Required Courses

In order to complete the Master of Science degree in Organizational Leadership and Administration, the student must complete a minimum of 33 semester hours of credit beyond the bachelor's degree with a cumulative grade point average of at least 3.0 on a 4.0 scale. Individual courses will be credited toward degree requirements only when completed with a grade of B- or better. The degree is offered in eleven courses; most are eight weeks in length, totaling 33 credit hours.

Organizational Leadership and Administration	33 credits
OLA503 Theories of Leadership	3
OLA509 Team Building and Leading Change in Organizations	3
OLA570 Leadership Competencies Practicum	3
OLA515 Organizational Communication and Negotiation	3
OLA542 Ethical Dimensions of Leadership	3
OLA521 Selecting and Implementing Information Systems	3
OLA535 Strategic Human Resources Management	3
OLA563 Leadership in International Organizations	3
OLA584 Research (Thesis, Literature Review or Internship)	3
OLA585 Oral Defense of Research	3

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The University may disclose education records in certain circumstances:

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- To the official of another school, upon request, to which a student intends to enroll
- To Officials of the U.S. Dept. of Education, the Comptroller General, to state and local educational authorities, in connection with state or federally supported education programs
- To appropriate parties the results of an institutional disciplinary proceeding against the alleged of a crime of violence
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The Student ID number is used whenever the student registers for classes, makes a payment, or other internal functions. The Student ID will print on any internal hard copy material such as grade lists, attendance rosters, bills, etc. Copies of materials with a student's ID or SSN are destroyed by shredding when not retained in a secure area. Any original hard copy material, such as applications, with the SSN listed, is treated as confidential material and is destroyed by shredding after the student has not registered for five or more years.

Faculty and staff are notified annually of privacy procedures and FERPA requirements for any form of verbal or written communication.

COURSE DESCRIPTIONS

(w) writing intensive course

(Haab) Haab School of Business

(ADP) Accelerated Degree Program

ACC201 Accounting I

credits: 3

Students examine the fundamental principles of accounting with emphasis on financial accounting. Topics include asset valuation, income determination, use of working papers, and the preparation of basic financial statements. (Haab) *PREREQUISITES: BUS101*

ACC202 Accounting II

credits: 3

Students continue to examine the fundamental principles of accounting with emphasis on financial accounting, then begin analysis and practice in managerial accounting. Topics for this course include accounting for liabilities and owners' equity, cash flow statements, financial statement analysis, and product costing. (Haab) *PREREQUISITES: ACC201*

ACC295 Independent Study in Accounting

credits: 1

Sophomore level independent study.

ACC310 Introduction to Financial Accounting

credits: 3

Presents the major accounting processes, financial statements and basic accounting transactions, as well as an analysis and use of financial statements in business decisions. (ADP)

ACC395 Independent Study in Accounting

credits: 1

Junior level independent study.

ACC495 Independent Study in Accounting

credits: 1

Senior level independent study.

ADP201 Career Planning

credits: 1

Through lectures, readings, assessments, and dialogue, the student will explore strategies and techniques to improve career options, job fit, and search skills. (ADP)

ADP301 Experiential Learning/Critical Thinking

credits: 2

A review of critical thinking skills, featuring conceptualization and introduction of the student to the experiential learning component of the degree program. Lifelong learning essay composition and other degree completion strategies are studied on an individualized basis. (ADP)

ADP310 Writing the Critical Analysis (w)

credits: 3

Allows students to write essays that analyze and explain using claims of fact, value, and policy. The course also introduces students to the Lifelong Learning Paper. (ADP)

ART101 Drawing & Design I

credits: 3

This course introduces the student to basic drawing techniques, the study of composition, and the use of a variety of wet and dry media.

ART110 Topics in Art

credits: 1

This series of courses introduces the non-art student to a specific area within the discipline of art and art history. Topics may include: art history, art criticism, and the various studio art disciplines. ART110 may be repeated for different topics.

ART110A Topics in Art: Ceramics

credits: 2

This course offers students the opportunity to understand techniques of hand-built clay forms as they relate to function and non-function. Students will gain knowledge and experience with glazing and firing.

ART110B Topics in Art: Photography/Camera/Film*credits: 1*

The student will develop an understanding for using a film camera. The student will learn to properly expose and process black and white film.

ART110C Topics in Art: Photography/Darkroom*credits: 1*

The student will develop an understanding for using the darkroom enlarger. The student will learn to properly expose and process black and white photographic paper.

ART110D Topics in Art: Photography/Digital*credits: 1*

The student will develop an understanding of digital photography. The student will use a digital camera and Photoshop Elements 3 to produce digital prints.

ART110E Printmaking/Stencil Processes*credits: 2*

An introduction to the discipline of printmaking using the traditional studio processes pochoir and serigraphy. With an emphasis on studio production, this course addresses color separation, registration, proofing, and editioning.

ART110F Printmaking: Relief/Intaglio Processes*credits: 2*

An introduction to the discipline of printmaking using the traditional studio processes relief and intaglio. With an emphasis on studio production, this course addresses color separation, registration, proofing, and editioning.

ART110G Painting with Oils*credits: 2*

Students explore oil painting as an integrative process involving aspects of drawing, design, color, and image in the organization of a two-dimensional surface.

ART110H Painting with Watercolors*credits: 2*

Students explore watercolor painting as an integrative process involving aspects of drawing, design, color, and image in the organization of a two-dimensional surface.

ART110I Ceramics: Handbuilding*credits: 2*

Students explore the techniques of hand built ceramic form, as related to functional ware and as sculptural object. A variety of clay techniques, glazing, firing procedures, and topics in craft criticism are explored.

ART110J Ceramics: Wheel Thrown Vessels*credits: 2*

Students explore the techniques of wheel-thrown form, as related to functional ware and the vessel as sculptural object. A variety of clay techniques, glazing, firing procedures, and topics in craft criticism are explored.

ART110K Photography for Non-Art Majors*credits: 3*

A thorough first term course in basic black and white photography. It is designed for the student with no prior knowledge of photography. The course will introduce the student to: the basic understanding and operation of the 35mm SLR camera, the basic understanding and operation of the enlarger, the proper mixing and handling of photographic chemicals, proper darkroom procedures, proper film development, the techniques of print making, and basic lighting techniques.

ART202 Drawing & Design II*credits: 3*

This course utilizes nature, still life, and the human figure to study line, form, space, and value. A variety of wet and dry media plus the introduction of color are used to further develop the student's understanding and skills in drawing and design.

PREREQUISITES: ART101

ART204 3-Dimensional Design*credits: 3*

An introductory forum for understanding basic design principles, concepts, materials and processes with an emphasis on creating three-dimensional art. This course includes basic techniques of constructing, assembling, fabrication, and experimental mediums.

PREREQUISITES: ART101

ART219 Graphic Design I

credits: 3

An introduction to computer hardware and software for the layout of text and images. Included is the study of typography, issues of communication, and selected topics in the history of graphic design. *PREREQUISITES: ART101*

ART220 Design & Publishing on the Internet

credits: 3

Introduces the student to the technical, aesthetic and practical issues related to design and publishing on the internet. *PREREQUISITES: GST151*

ART221 Photography I

credits: 3

An introduction to the basic operations of the camera, enlarger, proper darkroom procedures, techniques of print making, and basic lighting techniques for the creation of black and white photographs. *PREREQUISITES: ART101*

ART257 LLP

credits: 0

The student has the opportunity to earn credit by writing a college-level paper reflecting learning in this subject through experience, reflection, concept formation, and application of those concepts to new situations. The paper is evaluated by a Concordia faculty member.

ART258 PST

credits: 0

The student petitions to gain academic credit through verification of completed college-level training (seminars, workshops, licenses, apprenticeships, etc.) conducted in a non-collegiate setting. The petition is evaluated by a Concordia faculty member.

ART295 Independent Study in Art

credits: 1

Sophomore level independent study.

ART318 Photography II

credits: 3

This course builds on the skills acquired in Photography I. Areas of study include: advanced black and white film processing and printing techniques, further exploration and control of lighting conditions, and medium format camera operation. Emphasis will be placed on using advanced photographic techniques for visual problem solving.

PREREQUISITES: ART221

ART319 Graphic Design II

credits: 3

Continued experience with computer hardware and software for the layout and design of text and images. Emphasis on image editing, layering and the manipulation of digital images for graphic design. *PREREQUISITES: ART219*

ART321 Art History I (w)

credits: 3

This course is an overview of visual expression from the earliest history throughout Egypt, Mesopotamia, Greece, Rome, Byzantine, Early Christian and the Middle Ages. The study of Islamic and Asian art is also included. This course does not have to be taken in sequence with Art History II. *PREREQUISITES: ENG101*

ART322 Art History II (w)

credits: 3

This course is an overview of visual expression from the Renaissance to the present. The study of the art of Africa and South America is also included. This course does not have to be taken in sequence with Art History I. *PREREQUISITES: ENG101*

ART341 Painting I

credits: 3

Students explore painting as an integrative process involving aspects of drawing, design, color and image in the organization of a two-dimensional surface.

PREREQUISITES: ART202

ART342 Painting II

credits: 3

Advanced application and study of color, subject, and surface and its relationship to a variety of painting media. *PREREQUISITES: ART341*

ART343 Ceramics I*credits: 3*

This course will introduce students to the techniques of hand-built clay forms as they relate to function and non-function. A variety of clay techniques, glazing, firing procedures, and topics in crafts criticism are explored. *PREREQUISITES: ART204*

ART344 Ceramics II*credits: 3*

This course will build on the techniques of handbuilding introduced in ART343 with the introduction to the potter's wheel, glaze making, and kiln maintenance. Topics in craft criticism will supplement studio studies. *PREREQUISITES: ART343*

ART345 Jewelry & Metalsmithing I*credits: 3*

An introduction to techniques and ideas for the creation of contemporary studio-craft jewelry. Topics in craft criticism supplement studio studies. *PREREQUISITES: ART204*

ART347 Printmaking I*credits: 3*

An introduction to a variety of image building experiences utilized by printmaking artists. Relief process, collography, and serigraphy will form the basis of studio work. *PREREQUISITES: ART202*

ART348 Printmaking II*credits: 3*

Advanced study of a selected process or combination of processes utilized by printmaking artists. *PREREQUISITES: ART347*

ART349 Sculpture*credits: 3*

An introductory sculpture course focusing on a variety of mediums such as clay, metal, wood, mixed media and found objects. The course will involve traditional and contemporary sculpture history, contemporary modes of criticism, and group critiques. *PREREQUISITES: ART204*

ART395 Independent Study in Art*credits: 1*

Junior level independent study.

ART419 Graphic Design: Advanced Studies*credits: 1*

This course is designed for majors and minors who desire a studio concentration in graphic design. Course work includes advanced techniques and independent research. Topics in the history of graphic design will supplement studio work. This course may be repeated with each contract arranged for 1-3 credits, with compounded total of no more than 9 credits. *PREREQUISITES: ART319*

ART442 Painting: Advanced Studies*credits: 1*

This course is designed for majors and minors who desire a studio concentration in painting. Course work includes advanced techniques and independent research. Topics in art history and criticism will supplement studio work. This course may be repeated with each contract arranged for 1-3 credits. *PREREQUISITES: ART342*

ART444 Ceramics: Advanced Studies*credits: 1*

This course is designed for majors and minors who desire a studio concentration in ceramics. Course work includes advanced techniques and independent research. Topics in craft history and criticism will supplement studio work. This course may be repeated with each contract arranged for 1-3 credits. *PREREQUISITES: ART344*

ART448 Printmaking: Advanced Studies*credits: 1*

Advanced study of a selected process or combination of processes utilized by printmaking artists. Course work includes advanced techniques and independent research. Topics in art history and criticism will supplement studio work. This course may be repeated with each contract arranged for 1-3 credits. *PREREQUISITES: ART348*

ART457 LLP

credits: 0

The student has the opportunity to earn credit by writing a college-level paper reflecting learning in this subject through experience, reflection, concept formation, and application of those concepts to new situations. The paper is evaluated by a Concordia faculty member.

ART458 PST

credits: 0

The student petitions to gain academic credit through verification of completed college-level training (seminars, workshops, licenses, apprenticeships, etc.) conducted in a non-collegiate setting. The petition is evaluated by a Concordia faculty member.

ART483 Senior Exhibition

credits: 1

This course is selected by art majors in conjunction with the Advanced Studies component in the final semester of the program. The Senior Exhibition is a capstone experience which demonstrates the student's proficiency in a studio area. Included is the preparation, installation and documentation of the student's work.

ART495 Independent Study in Art

credits: 1

Senior level independent study.

AS101 The Air Force Today I

credits: 1

This is a survey course designed to introduce students to the United States Air Force and Air Force Reserve Officer Training Corps. Featured topics include: mission and organization of the Air Force, officership and professionalism, military customs and courtesies, Air Force officer opportunities, group leadership problems, and an introduction to communication skills. Leadership Laboratory is mandatory for AFROTC cadets and compliments this course by providing cadets with followership experiences.

AS102 The Air Force Today II

credits: 1

This is a survey course designed to introduce students to the United States Air Force and Air Force Reserve Officer Training Corps. Featured topics include: mission and organization of the Air Force, Air Force officer opportunities, group leadership problems, and origin of the Air Force. Leadership Laboratory is mandatory for AFROTC cadets and compliments this course by providing cadets with followership experiences.

ASxxx Air Force ROTC

credits: 1

Air Force Reserve Officer Training Corp course administered and conducted on the campus of the University of Michigan.

ATS281 Living with the Arts

credits: 3

While examining the literary, musical, and visual arts from an interdisciplinary perspective, students will learn the language used to discuss the arts, discover strategies for analyzing the arts, and create contexts for valuing the arts.

ATS368 Irish Theatre and Television Studies

credits: 3

This course offers students an introduction to drama in Irish theatre and television. The course will contain a strong experiential component, offering students first hand exposure to contemporary Irish television and stage productions. The course will highlight themes in modern Irish drama and expose students to production techniques in both mediums. (Study Abroad - Dublin)

ATS370 Spanish Art I

credits: 3

This course examines the great periods of Spanish art with its characteristic aesthetics, great masters, and principal architectural, sculptural and pictorial works. Special attention is given to the Romanesque, Gothic, and Renaissance periods. The course ends with a monographic study of Velazquez, Goya, and Picasso. (Study Abroad - Segovia)

ATS371 Spanish Literature I*credits: 3*

The theme of this course is the search for Spain through romantic, realist, and modernist visions. The course focuses on major 19th century and early 20th century writers. (Study Abroad - Segovia)

ATS372 Art History: Romanesque to Renaissance*credits: 4*

Through this course, students gain an understanding of two distinctive and interacting periods of the history of art and architecture which developed in the Marches, Umbrian, and Tuscan areas. The main focus is on the production of works of art in the regions of central Italy between the Romanesque and the Renaissance periods. Particular attention is devoted to the Renaissance and Humanist movements that originated in this area and first influenced the arts of the entire Italian peninsula and later all of Europe. (Study Abroad - Macerata)

ATS373 Medieval City-State & Renaissance Town*credits: 4*

This course traces the major developments of towns in central Italy from early medieval times to the Renaissance period. The hilltowns of the marches region during the 12th - 16th centuries are the main focus, especially Macerata, Fermo, Ancona, Recanati, Loreto, Ascoli Piceno, Fabriano, and Urbino. Many interesting comparisons are made between the various sites of the Marches, as well as important centers in the nearby regions such as Assisi, Siena, San Gimignano, Florence, and Rome. (Study Abroad - Macerata)

ATS374 Vienna of 1900*credits: 4*

Fin-de-siecle Vienna is the culturally fertile era at the end of the 19th century and the beginning of the 20th century. The political and social situation of the late Habsburg monarchy serves as a backdrop to the cultural and intellectual achievements of a number of prominent personalities, all of them embarking on the project of modernity. Many of these diversely influential artists and thinkers like Sigmund Freud, Gustav Mahler, Arthur Schnitzler, Otto Wagner, Gustav Klimt, Arnold Schonberg, and Egon Schiele were in close contact. The course fosters an interdisciplinary approach including history, literature, music, fine arts, architecture, and psychology. (Study Abroad - Vienna)

ATS375 Baroque Vienna*credits: 4*

This course examines one of the most fascinating periods of European musical history, studying the intense interaction between music, the arts, and politics in the Baroque period. Involving the greatest propaganda campaign ever witnessed up to that time, the Counter-Reformation was initiated to win back the mostly Protestant population for the "Triumphant (Catholic) Church." Religious musical drama portrayed the delights of paradise. Equally splendid was the majesty displayed by the Imperial Court, whose state ceremonies, inevitably including music, symbolized the strength and unity of the empire. Students learn to appreciate the sensual impressions of the arts, music, theatre, architecture, and art on all the senses in view of their function for that time. (Study Abroad - Vienna)

ATS376 Culture & Society of 19th Century*credits: 4*

This course deals with the major phenomenons and developments of the 19th century Habsburg Monarchy, discussing not only political and social problems and changes, but also topics such as art, music, and literature. General European developments, e.g. the Industrial Revolution and upcoming ideas of nationalism and communism, provide the background. (Study Abroad - Vienna)

ATS378 Spanish Art II*credits: 3*

The principle objective of this course is to learn how to observe paintings from an artistic point of view. It begins with the Spanish painters of the Golden Age (Velazquez, Murillo, Zurbaran) and continues on through the 19th century with Goya, Sorolla, and Gaudi. The course finishes with vanguardistic artists such as Picasso, Dali, Miro, and others. (Study Abroad - Segovia)

ATS379 Spanish Literature II

credits: 3

The thematic focus of this course is Spain in crisis from the war of 1898 to the Franco era. (Study Abroad - Segovia)

ATS381 20th Century Arts & Culture

credits: 3

This course is an interdisciplinary study of selected cultural and artistic movements of the twentieth century which constitute modernism, with an eye to a better understanding of contemporary culture. Students will consider how western artists of all kinds - literary, visual, musical - have responded to the experience of living in the twentieth century. Though the emphasis of the course is on modernism, related developments in twentieth century art will also be examined. *PREREQUISITES: ATS281*

ATS382 Art, Polit, & Relig in the Ancient World

credits: 3

Examines several great periods of the ancient world with its characteristic aesthetics and principal architectural, sculptural and pictorial works. Special attention is given to the Assyria, Egypt and Classical Greek periods and how the religious beliefs and political systems of those cultures affected and were reflected in the visual arts. *PREREQUISITES: ATS281*

BIO193 Medical Terminology

credits: 1

A programmed, self-paced course which permits the student to recognize, analyze, define, and build medical/biological terms from Greek and Latin roots.

BIO201 General Biology

credits: 4

Students explore the fundamental concepts of biology: cytology, taxonomy, reproduction, heredity, evolution and ecology. Closed to those with two or more years of high school biology.

BIO211 Botany: Flowering Plants

credits: 3

Flowering Plants: taxonomy, morphology, development and ecology.
PREREQUISITES: BIO201

BIO221 Zoology: Vertebrates

credits: 3

The focus of this course is the vertebrates, their morphology, physiology, taxonomy, environmental relationships, and development. *PREREQUISITES: BIO201*

BIO257 LLP

credits: 0

The student has the opportunity to earn credit by writing a college-level paper reflecting learning in this subject through experience, reflection, concept formation, and application of those concepts to new situations. The paper is evaluated by a Concordia faculty member.

BIO258 PST

credits: 0

The student petitions to gain academic credit through verification of completed college-level training (seminars, workshops, licenses, apprenticeships, etc.) conducted in a non-collegiate setting. The petition is evaluated by a Concordia faculty member.

BIO295 Independent Study in Biology

credits: 1

Sophomore level independent study.

BIO321 Zoology: Invertebrates

credits: 3

Students examine invertebrates: morphology and physiology, natural history, taxonomy, and economic importance of representative groups and forms. *PREREQUISITES: BIO201*

BIO331 Human Biology (w)

credits: 3

This course studies human anatomy and physiology with an emphasis on the body systems and their interrelationships. *PREREQUISITES: BIO201 and ENG101*

BIO341 Microbiology

credits: 4

The morphology, physiology, and economic importance of bacteria, viruses, rickettsiae, pathogenic protozoa, and immunology are examined. *PREREQUISITES: BIO201*

- BIO342 General Ecology** *credits: 3*
Interrelationships of plants, animals and their environments, with particular reference to human relationships to the biotic and abiotic world. *PREREQUISITES: BIO201*
- BIO343 Genetics** *credits: 3*
An introduction to the science of genetics: Classical Mendelian genetics, molecular genetics, gene structure and function, natural selection and population genetics, and bioengineering and biotechnology. *PREREQUISITES: BIO201*
- BIO344 Evolution (w)** *credits: 3*
Introduction to the biological, philosophical, theological and ethical aspects of the concept of evolution. Examination of biological mechanisms of change in the living world. *PREREQUISITES: BIO201 and ENG101*
- BIO345 Neuroanatomy** *credits: 3*
The course will explore the anatomy of the brain and spinal cord, and will relate this information to neurological and psychological disorders. *PREREQUISITES: PSY343 or BIO331*
- BIO346 Behavioral Endocrinology** *credits: 3*
Explores the function of the endocrine system, and the role of hormones in reproduction, sleep, stress, and mood. Special attention will be given to endocrine disorders and use of hormone replacement therapies. *PREREQUISITES: PSY343 or BIO331*
- BIO351 Immunology (w)** *credits: 3*
The biology of immunity in the recognition, elimination and resolution of antigen invasion. *PREREQUISITES: BIO331 and ENG101*
- BIO353 Cell Biology (w)** *credits: 3*
An in depth study of cell anatomy and physiology at the molecular level. *PREREQUISITES: BIO201 and CHE211 and ENG101*
- BIO355 Environmental Science** *credits: 3*
The course is an introduction to how nature works, how the environment has been and is being used and abused, and what you can do to protect and improve it for yourself and others, for future generations, and for other living things. *PREREQUISITES: NAT281A or PHY201 or PHY211 and NAT281B or CHE211 and NAT281C or ESC201 or ESC211*
- BIO395 Independent Study in Biology** *credits: 1*
Junior level independent study.
- BIO483 Senior Project** *credits: 2*
Students combine research and practical implementation of theories and concepts to develop an individual project.
- BIO495 Independent Study in Biology** *credits: 1*
Senior level independent study.
- BIV111 Christian World View** *credits: 3*
Explores the Christian view of the world and its impact on many areas of life.
- BIV131 Introduction to the Christian Religion** *credits: 3*
Students explore the distinctive character of the Christian Religion as the saving revelation of God through the work of Jesus Christ and the enlightening of the Holy Spirit. Students also examine the Lutheran assertion of the central places accorded to grace, faith, and Scripture within the framework of historic expressions of Christianity.
- BIV132 Introduction to Sacred Scripture** *credits: 3*
Students learn the main persons and events of Sacred Scripture while exploring its primary

themes as the historical and saving revelation of God centered in Jesus Christ. Students also gain initial skills in interpreting the Bible as a sacred text and applying it to contemporary life.

BRS201 Brass Lessons *credits: 1*
Beginning brass lessons

BRS202 Brass Lessons *credits: 1*
Beginning brass lessons

BRS301 Brass Lessons *credits: 1*
Low intermediate brass lessons

BRS302 Brass Lessons *credits: 1*
Low intermediate brass lessons

BRS303 Brass Lessons *credits: 1*
Low intermediate brass lessons

BRS304 Brass Lessons *credits: 1*
Low intermediate brass lessons

BRS305 Brass Lessons *credits: 1*
Low intermediate brass lessons

BRS306 Brass Lessons *credits: 1*
Intermediate brass lessons.

BRS401 Brass Lessons *credits: 1*
High intermediate brass lessons

BRS402 Brass Lessons *credits: 1*
High intermediate brass lessons

BRS403 Brass Lessons *credits: 1*
High intermediate brass lessons

BRS404 Brass Lessons *credits: 1*
High intermediate brass lessons

BRS405 Brass Lessons *credits: 1*
High intermediate brass lessons

BRS411 Brass Lessons *credits: 1*
Advanced brass lessons

BRS412 Brass Lessons *credits: 1*
Advanced brass lessons

BRS413 Brass Lessons *credits: 1*
Advanced brass lessons

BRS414 Brass Lessons *credits: 1*
Advanced brass lessons

BRSxxx Brass Lessons *credits: 1*
This course number is a placeholder for music lessons until the appropriate skill level can be assigned.

BUS101 Introduction to Business *credits: 3*
This course establishes a foundation for understanding American business. Students will gain knowledge of general business practices and topics including ethics, organizations, management, and marketing. Instructional software and a variety of communication channels are utilized. (Haab)

BUS111 Leadership*credits: 3*

This course introduces students to key concepts in leadership, organization, and leadership theory. Students gain knowledge and understanding of the various qualities and characteristics of leaders and gain practice in analyzing a variety of situations for leadership structure and issues. Developing personal leadership skills is emphasized. (Haab)

BUS251 Information Management & Technology*credits: 3*

This course builds the business student's understanding of the impact of information technology on organizations. It introduces students to a variety of topics including data management, telecommunications and networks, and the building of information systems while focusing on the key roles of Decision Making, ethics, and the impact of technology on capital and staff. (Haab) *PREREQUISITES: BUS101 or BUS111*

BUS252 Organizations Applied*credits: 2*

This course is designed to help students refine their analytical and managerial skills through servant leadership. Students are placed as volunteers in an organization and work weekly on site. Monthly, students meet in a discussion group to assess their work and the organizations from a leadership lens. Transportation is necessary. (Haab)

*PREREQUISITES: BUS111 or BUS101***BUS257 LLP***credits: 0*

The student has the opportunity to earn credit by writing a college-level paper reflecting learning in this subject through experience, reflection, concept formation, and application of those concepts to new situations. The paper is evaluated by a Concordia faculty member.

BUS258 PST*credits: 0*

The student petitions to gain academic credit through verification of completed college-level training (seminars, workshops, licenses, apprenticeships, etc.) conducted in a non-collegiate setting. The petition is evaluated by a Concordia faculty member.

BUS295 Independent Study in Business*credits: 1*

Sophomore level independent study. (ADP or Haab)

BUS311 Principles of Management (w)*credits: 3*

This course introduces the student to the fundamental principles and practices of management. After a brief historical review, the concepts of organizational culture, globalization, and social responsibility are examined. The basic functions of management -- planning, organizing, leading and controlling -- are studied in depth. (Haab) *PREREQUISITES: ENG101*

BUS314 Administration of Human Resources I*credits: 3*

Explores the theoretical and empirical issues of human resource management in modern organizations. Includes human resource strategic planning, the legal environment, job analysis, recruiting, selection, and human resource information systems. (ADP)

BUS321 Business Law*credits: 3*

Establishes a basic foundation for understanding business within the American legal system. It introduces the student to such topics as debtor-creditor relations, risk management, sales and leases, and negotiable instruments, with a concentration on crimes, torts, and business law. Emphasis is placed on contract law. (ADP and Haab) *PREREQUISITES: BUS101*

BUS331 Principles of Marketing*credits: 3*

This course introduces the student to the fundamental concepts and principles of marketing. The student will develop insights into the analysis of market opportunities, market segmentation, product and distribution planning, pricing strategies, and the ethical and moral issues related to marketing's impact on society. (Haab) *PREREQUISITES: BUS101*

BUS332 Leadership in Marketing*credits: 3*

Introduces the fundamental concepts and principles of marketing, and how the marketing

function provides leadership within organizations (both nonprofit and for profit). The analysis of market opportunities, market segmentation, pricing strategies, sales promotion and ethical/moral issues related to marketing's impact on society are addressed. (ADP)

BUS353 Finance *credits: 3*

In this course, the student studies the financial management of a business firm. Students learn basic concepts of financing growth, the time value of money, cost of capital, capital budgeting, break-even analysis, financial analysis and forecasting, and maximizing value of the firm. (Haab) *PREREQUISITES: ACC202 and ECO200 and MAT111*

BUS356 Organizational Behavior *credits: 3*

This course introduces the student to the study and analysis of behavior in organizations as it relates to the practice of management. Interdisciplinary in nature, through this course the student will gain knowledge and understanding of group dynamics and Decision Making, managing diversity, conflict resolution, leading change, and organizational culture and effectiveness. Emphasis is placed on understanding individual behavior within group and organizational processes. (Haab) *PREREQUISITES: BUS101 and BUS311*

BUS357 Human Resource Management *credits: 3*

Students learn the key concepts in building and maintaining the human resource function in business. Topics covered include human resource planning, job analysis, compensation systems, employee recruitment and retention, and performance management and analysis. The course is framed within the legal and ethical issues facing management today. (Haab) *PREREQUISITES: BUS101 and COM202*

BUS358 Operations Management *credits: 3*

This course details the planning, coordination, and execution of activities that create goods and services. Students will gain knowledge of the methods for designing and improving operational functions, their systems, and the processes necessary for the efficient delivery of goods and services to customers. Topics include enterprise resource planning, forecasting, facility layout, inventory management, lean manufacturing, and total quality control. (Haab) *PREREQUISITES: MAT111 and MAT261 and BUS311*

BUS360 Consumer Behavior *credits: 3*

The nature of consumer behavior is studied from a sociological and marketing perspective. Determinants of consumer response are examined with emphasis on demographic variables. (Haab) *PREREQUISITES: BUS331*

BUS395 Independent Study in Business *credits: 1*

Junior level independent study. (ADP or Haab)

BUS402 Research Methods *credits: 3*

Introduces students to the reflective activity called research. It allows them to identify a problem, to design/apply analytical tools, and to report results. (ADP)

BUS412 Management & Supervision *credits: 3*

Provides a basic understanding of the role and functions of managers, including the principles, concepts, and techniques used to carry out their work. Topics include: planning, decision making ethics, organizing, leading, controlling, problem-solving, and team building. (ADP)

BUS420 Marketing Research *credits: 3*

Builds knowledge and understanding to the basic components of marketing research, from problem definition and research design to data collection, analysis, and reporting. Case studies, ethics, and current events frame the course. (Haab) *PREREQUISITES: BUS331*

BUS440 Organizational Behavior *credits: 3*

Reviews the organizational aspects of society including relationships among individuals and

groups. Incorporates a systems approach to understanding work relationships by contrasting individual needs, traits and abilities with organizational structure, goals, and cultures. (ADP)

BUS450 Leadership Theory

credits: 3

Students will examine leadership theories including servant leadership. Issues include perspectives of effective leadership behavior, leadership traits and skills, self-analysis of leadership traits, and an overview of changing demands of leadership. (ADP)

BUS451 Global Dimensions of Business

credits: 3

Examines the principles and practices of business and management in an increasingly global environment. The student will gain understanding of the concepts underlying international trade and communications such as exchange rates, e-business, risk, and managing across cultures. The impact of socio-political, ethical, environmental, and legal issues on international and domestic firms is studied. (Haab) **PREREQUISITES: BUS353 and BUS356**

BUS457 LLP

credits: 0

The student has the opportunity to earn credit by writing a college-level paper reflecting learning in this subject through experience, reflection, concept formation, and application of those concepts to new situations. The paper is evaluated by a Concordia faculty member.

BUS458 PST

credits: 0

The student petitions to gain academic credit through verification of completed college-level training (seminars, workshops, licenses, apprenticeships, etc.) conducted in a non-collegiate setting. The petition is evaluated by a Concordia faculty member.

BUS460 Ethical Decision Making & Leadership

credits: 3

Develops the students' knowledge of the strategic Decision Making process while incorporating leadership theory and practice within the frame of business ethics. The student will gain knowledge and understanding of the foundations and interdisciplinary aspects of Decision Making in institutions, analyze leadership issues and roles, and explore the ethical dimensions of social responsibility and behavior. (Haab)

PREREQUISITES: BUS111 and BUS356

BUS465 Business Policy

credits: 3

This capstone course is designed to help students integrate the functional expertise they have developed in areas such as accounting, finance, marketing, and operations management. Concepts and tools acquired from these functional areas, together with the students' personal values, provide the foundation for approaching strategic organizational problems from a holistic and socially responsible perspective. (Haab)

PREREQUISITES: BUS353 and BUS460

BUS482 Senior Project Proposal

credits: 1

The senior project proposal is the first stage of the individualized capstone experience for the business student, the senior project. Through development of the senior project proposal, the student gains knowledge and understanding of project conceptualization and design, and demonstrates the ability to synthesize and apply business knowledge. (Haab)

BUS483 Senior Project

credits: 1

The senior project is a capstone experience in which the student combines research with practical implementation of business theories and concepts. For the senior project, the student will implement his or her senior project proposal, analyze results, and conduct a public presentation of the project. (Haab) **PREREQUISITES: BUS482 and BUS490**

BUS484 Senior Project I

credits: 2

Combines research and practical implementation of theories and concepts to solve a work-based problem that demonstrates their successful integration and application of knowledge,

and results in a major written and oral report. Students complete part one of the seven chapter senior project. (ADP)

BUS485 Senior Project II

credits: 3

Combines research and practical implementation of theories and concepts to solve a work-based problem that demonstrates their successful integration and application of knowledge, and results in a major written and oral report. Students complete part two of the seven chapter senior project. (ADP)

BUS490 Business Internship

credits: 3

The internship is an applied business experience in which the student works on-site at a business, nonprofit, or government organization. It provides an integrative experience enabling the student to blend his/her business education in a work situation with assigned tasks and responsibilities. Site work provides the framework and written analysis of the organization and duties extend the student's learning. (Haab)

BUS495 Independent Study in Business

credits: 1

Senior level independent study. (ADP or Haab)

CHE205 Chemistry of Living Systems

credits: 4

This biochemistry course is designed for the liberal arts student in either biology or chemistry covering: organic chemistry, amino acids, enzymes, carbohydrates, lipids, proteins, and metabolism. *PREREQUISITES: NAT281B or NAT281B or CHE211*

CHE211 Chemistry I

credits: 4

This general college chemistry course covers atomic theory, chemical bonding and structures, quantitative relationships, and phase changes. *PREREQUISITES: NAT281B or NAT281B*

CHE212 Chemistry II

credits: 4

Students explore electro-chemistry, kinetics, thermochemistry, equilibria, organic, nuclear chemistry, and chemistry of metals. *PREREQUISITES: CHE211*

CHE257 LLP

credits: 0

The student has the opportunity to earn credit by writing a college-level paper reflecting learning in this subject through experience, reflection, concept formation, and application of those concepts to new situations. The paper is evaluated by a Concordia faculty member.

CHE258 PST

credits: 0

The student petitions to gain academic credit through verification of completed college-level training (seminars, workshops, licenses, apprenticeships, etc.) conducted in a non-collegiate setting. The petition is evaluated by a Concordia faculty member.

CHE295 Independent Study in Chemistry

credits: 1

Sophomore level independent study.

CHE321 Organic Chemistry I

credits: 4

Introduction to basic concepts of organic chemistry and synthesis and reactions of organic molecules. Study of nomenclature, composition, structure and behavior of carbon compounds: hydrocarbons, alcohols, ethers, epoxides, aldehydes and ketones, carboxylic acids and amines. *PREREQUISITES: CHE212*

CHE322 Organic Chemistry II

credits: 4

A continuation of CHE321 that completes the customary year-long foundation in organic chemistry for science majors and health professions. Topics include spectroscopy, nucleophilic substitution and condensation reactions, aromatic and heterocyclic compounds, stereochemistry and biomolecules. *PREREQUISITES: CHE321*

CHE395 Independent Study in Chemistry

credits: 1

Junior level independent study.

- CHE495 Independent Study in Chemistry** *credits: 1*
Senior level independent study.
- CHO201 Concordia Choir** *credits: 1*
Performance opportunity in mixed choir literature of all periods and styles. Conducts annual tours.
- CHO211 Concordia Chorale** *credits: 1*
Performs weekly for chapel. Open to all interested students.
- CJA362 Criminology & Deviance** *credits: 3*
Introduces students to crime understood as a form of deviance. Theories of deviance, social control, crime, and criminality are used to examine both the nature of crime and the patterns of criminality in contemporary society. (ADP)
- CJA372 Dimensions in Criminal Justice** *credits: 3*
Examines the dynamics of the five major components of the Criminal Justice Administration major with emphases on the sociology of criminal justice and on ethical issues in criminal justice. (ADP)
- CJA405 Law Enforcement & Police Services** *credits: 3*
Encompasses a study of the history of modern policing, the role of law enforcement in today's society, and current issues in law enforcement and policing. (ADP)
- CJA411 Criminal Law & Procedure** *credits: 3*
Provides an understanding of the structure of the court systems, criminal procedure from arrest through appeal, the elements of significant criminal offenses, and issues relating to criminal responsibility.(ADP)
- CJA425 Corrections** *credits: 3*
Examines the evolution of incarceration in America with an understanding that present and future events in corrections are firmly rooted in what has been learned from the past. (ADP)
- CJA432 Juvenile Justice Process** *credits: 3*
Examines the theory, law, policy and application aspects of delinquency and juvenile justice, which is seen as a complex and changing phenomenon. (ADP)
- CJA440 Contemporary Issues in Criminal Justice** *credits: 3*
Reviews the major trends, issues, and current thought regarding contemporary criminal justice. Course content will vary according to student and instructor interest. (ADP)
- CJA450 Supervision & Leadership** *credits: 3*
Examines and contrasts the dynamics of supervision and leadership with the intent of preparing the student to meet and accept the challenges of mid-level management positions. (ADP)
- CJA484 Senior Project I** *credits: 2*
Combines research and practical implementation of theories and concepts to solve a work-based problem that demonstrates their successful integration and application of knowledge, and results in a major written and oral report. Students complete part one of the seven chapter senior project. (ADP)
- CJA485 Senior Project II** *credits: 3*
Combines research and practical implementation of theories and concepts to solve a work-based problem that demonstrates their successful integration and application of knowledge, and results in a major written and oral report. Students complete part two of the seven chapter senior project. (ADP)

CJA490 Criminal Justice Internship

credits: 3

Designed to provide on-site experience and career exposure to students seeking a career in the criminal justice field or a career change. (ADP)

COM201 Speech Communication

credits: 3

Introduces the principles and practices of effective speech communication. Students will gain confidence in communicating in a variety of situations.

COM202 Business Communication

credits: 3

Examines the complex interactions occurring in various business contexts, focusing on ethical preparation and execution of professional communication tasks. Students will learn and practice skills and processes necessary to be effective on the job: leading meetings, listening, interviewing, communicating good news and bad news, writing business letters and reports, persuasive presentations, and electronic communication.

COM203 Intro to Organizational Communication

credits: 3

Introduces learners to communication in organizations, including relevant theories, technologies, leadership, teamwork, diversity, global organizations, and ethics. It surveys theoretical frameworks, empirical literature, and requisite skills and knowledge sets associated with effective organizational communication. (ADP)

COM231 Introduction to Journalism

credits: 3

Students will understand the fundamental principles of American journalism, and will demonstrate basic news writing abilities: news judgment, reporting, and writing for print and electronic media. They will discuss issues surrounding professional standards and ethics, cultural awareness, and current events. *PREREQUISITES: ENG101*

COM257 LLP

credits: 0

The student has the opportunity to earn credit by writing a college-level paper reflecting learning in this subject through experience, reflection, concept formation, and application of those concepts to new situations. The paper is evaluated by a Concordia faculty member.

COM258 PST

credits: 0

The student petitions to gain academic credit through verification of completed college-level training (seminars, workshops, licenses, apprenticeships, etc.) conducted in a non-collegiate setting. The petition is evaluated by a Concordia faculty member.

COM295 Independent Study in Communication

credits: 1

Sophomore level independent study.

COM301 Persuasive Communication

credits: 3

Explores various theories and methods of persuasion and examine various forms of persuasive messages: from electronic advertising to public speaking. Students present persuasive speeches applying sound principles of ethical, logical and emotional proofs; students also develop critical listening skills and an audience-centered delivery style.

PREREQUISITES: COM201

COM303 Communication Theory

credits: 3

An interdisciplinary study of scholarly interpretations of the communication process. Students will review selected humanistic and scientific theories. The course will examine multidisciplinary perspectives to consider the connection between theory and our understanding of the human communication process. (ADP)

COM305 Cross-Cultural Communication

credits: 1

Being abroad means confronting aspects of another culture that one cannot always know or anticipate. This course combines personal experiences with the study of the growing literature in this field. It is intended to assist the students in dealing with and learning from the misunderstandings and misinterpretations which arise in any living experience abroad, help-

ing them to make the most of this experience. It is designed to provide both an academic and experiential background to the study of culture as well as a framework with which participants can analyze and process their own personal intercultural experiences, utilizing various instructional methods, including lectures, videos, panels, discussions, and simulation exercises. (Study Abroad - Macerata and Vienna)

COM311 News Editing and Design

credits: 2

Students learn principles of newspaper and magazine design, editing, and layout: selecting and editing stories; writing headlines; and photo editing and layout. Students also study the ethics of editing for print media (newspapers, magazines, house organs, and similar publications). *PREREQUISITES: COM231*

COM313 Advanced News Reporting and Writing

credits: 3

Students will develop advanced reporting, writing, and computer skills for in-depth news, with an emphasis on feature writing and commentary. Topics will include understanding news values, and developing interview and research techniques. *PREREQUISITES: COM231*

COM321 Interpretation/Performance of Literature

credits: 3

Through the analysis and oral performance of literature, students develop communication skills which create interaction between the text, the performer and the audience. Students also learn basic vocal development methods.

COM323 Oral Reading of the Bible

credits: 2

A study and analysis of various types of literature in the Bible as they affect the oral reader's interpretation of the text, with practice in reading selected passages.

PREREQUISITES: COM321

COM325 Storytelling & Oral Histories (w)

credits: 3

This course examines the art of storytelling and oral histories as communication. Particular attention is given to storytelling and oral histories as cross-cultural communication. Students define criteria for selecting and evaluating folk tales and fairy tales for performance. This course also introduces the student to ethical methods of collecting, transcribing and performing oral histories. *PREREQUISITES: ENG101 and COM201*

COM331 Amer Eloquence: Voices of Leaders (w)

credits: 3

Explores the communication styles and contexts of significant socio-political and religious leaders. Students survey theories of rhetoric from ancient Greece and Rome to modern America. During national campaign years, attention will be given to Presidential candidates - their persuasive themes and their use of the media. *PREREQUISITES: ENG101 and COM201*

COM332 Mass Communication

credits: 3

Examines the development, organization, structure, management and future of the mass media. Attention is given to the influence of the media upon society and culture.

COM334 Negotiation, Argumentation, & Debate

credits: 3

Explores fundamental principles of negotiation, argumentation, and debate: logical reasoning, critical thinking, and tests of evidence. Students will develop skills in research and case building, refutation, negotiation skills, and extemporaneous speaking.

PREREQUISITES: COM201

COM335 Servant Leadership

credits: 1

Students learn to apply theory and skills grounded in the Biblical concept of servanthood. Students investigate and demonstrate service in leading and communicating with small groups. Students practice communication skills for empathic/critical listening, team-building, and rhetorical vision. A primary component of the course is a small-group service project.

PREREQUISITES: COM201

COM341 Media Ethics

credits: 1

Introduces students to significant legal and ethical issues in American media history; students study cases that challenged Christian ethics, freedom of the press, censorship, copyright, libel and privacy laws, and press privilege and responsibility. *PREREQUISITES: COM231*

COM351 Group Communication

credits: 3

Explores group communication theory. Students learn interpersonal cooperation, self-expression, and constructive interaction in group situations. They develop skills pertaining to conflict management, leadership, critical thinking, and decision-making. *PREREQUISITES: COM201*

COM355 Interpersonal Communication

credits: 3

Explores the role that communication plays in developing, maintaining, and ending relationships (male/female communication, friendships, marital communication). Students study various theories of interpersonal communication, and develop effective communication skills such as active and empathic listening, supportiveness, appropriate self-disclosure and conflict management. *PREREQUISITES: COM201 or LAN282*

COM356 Organizational Writing & Publishing

credits: 3

Covers all forms of writing and publishing for organizations with emphasis on impacting and defining internal and external communication and culture. Topics include analyzing and conceptualizing organizational issues, identifying and developing key arguments, choosing the appropriate audience adaptation, overcoming typical problems in writing articles, how to review and edit manuscripts, and the process of publishing. (ADP)

COM390 Communication Internship

credits: 1

Supervised work with a local business, church or agency. Arrangements for internships must be made one semester in advance.

COM395 Independent Study in Communication

credits: 1

Junior level independent study.

COM405 Public Relations

credits: 3

Introduces the practical arts of market/audience research and analysis, campaign development, image and text design, media relations, crisis management, and communication ethics. Students will study public opinion research, media relations, public communication campaigns, consumer identity, and representational ethics. (ADP)

COM441 Systems Thinking & Design

credits: 3

Focuses on the design and management of system dynamics modeling for the analysis of business strategy and policy. Students will examine various tools that can be used to accelerate learning throughout the organization. The emphasis is on systems for organizational problem solving, the science of feedback, models to understand issues such as fluctuating sales, market growth, tracking reliability of forecasts and the rationality of Decision Making. (ADP)

COM445 Conflict Management

credits: 3

Increases awareness, develops skills, and helps students to gain knowledge of constructive conflict management processes and approaches. Students will examine the nature of conflict and how conflict functions interpersonally and in organizations. Students will examine several models of conflict resolution, ways to transform conflict into cooperation and/or collaboration, and ways to select approaches to conflict management. (ADP)

COM483 Senior Project

credits: 1

Students combine research and practical implementation of theories and concepts to develop an individual project.

- COM490 Communication Internship** *credits: 1*
Supervised work with a local business, church or agency. Available to senior semester, communication majors only. Arrangements for internships must be made one semester in advance.
- COM495 Independent Study in Communication** *credits: 1*
Senior level independent study.
- CRJ362 Criminology** *credits: 3*
This course will be an exploration of crime and criminality and their effects on society. Further study gives a broad overview of criminological theory and an introductory look into delinquency. *PREREQUISITES: SOC101 or INS181*
- CRJ372 Dimensions in Criminal Justice** *credits: 3*
Designed to provide an introduction to the various dimensions of the criminal justice system, including, but not limited to: the various branches of the criminal justice system, the legal system, and contemporary issues related to the field. *PREREQUISITES: SOC101*
- CRJ405 Law Enforcement & Police Services** *credits: 3*
Encompasses a study of the history of modern policing, the role of law enforcement in today's society, and current issues in law enforcement and policing.
- CRJ411 Criminal Law & Procedure** *credits: 3*
Assists the student in understanding the structure of the court systems, criminal procedure from arrest through appeal, the elements of significant criminal offenses, and issues related to criminal responsibility.
- CRJ413 Criminal Evidence & Procedure** *credits: 3*
This course introduces students to the basic concepts of statutory and procedural law involved in criminal prosecution. Major topics include the legal procedures relating to evidence, search and seizure, interrogation, and criminal trial preparation. It is intended for those planning careers as criminal justice professionals, not for attorneys and has a special emphasis on Michigan law.
- CRJ415 Criminal Investigation** *credits: 3*
This course introduces students to the basic techniques of criminal investigation. Major topics include methodologies of crime scene investigations, evidence collection, preservation, and analysis. There will be rudimentary study of follow-up investigations, interviews, interrogations and report writing.
- CRJ425 Corrections** *credits: 3*
Examines the evolution of incarceration in America with an understanding that present and future events in corrections are firmly rooted in what has been learned from the past.
- CRJ432 Juvenile Justice Process** *credits: 3*
Examines the theory, law, policy and application aspects of delinquency and juvenile justice, which is seen as a complex and changing phenomenon.
- CRJ440 Contemporary Issues in Criminal Justice** *credits: 3*
Reviews the major trends, issues, and current thought regarding contemporary criminal justice. Course content will vary according to student and instructor interest.
- CRJ483 Senior Project** *credits: 1*
Students combine research and practical implementation of theories and concepts to solve a work-based issue that demonstrates their successful integration and application of knowledge, and results in a major written and oral report.
- CRJ490 Criminal Justice Internship** *credits: 3*
Supervised work with a local business or agency.

CSC241 Introduction to Data Processing

credits: 3

A practical introduction to computers for the pre-professional, including a survey of computer hardware and software, and skill development in using word processing, spreadsheet, database management, and presentation software, and integrating these applications.

PREREQUISITES: GST151

CSC257 LLP

credits: 0

The student has the opportunity to earn credit by writing a college-level paper reflecting learning in this subject through experience, reflection, concept formation, and application of those concepts to new situations. The paper is evaluated by a Concordia faculty member.

CSC258 PST

credits: 0

The student petitions to gain academic credit through verification of completed college-level training (seminars, workshops, licenses, apprenticeships, etc.) conducted in a non-collegiate setting. The petition is evaluated by a Concordia faculty member.

CSC295 Independent Study in Computer Science

credits: 1

Sophomore level independent study.

CSC351 Computer Science I

credits: 3

Students explore elementary computer science concepts such as algorithm development, data types, and structured programming using C++. Every student is expected to work at least three hours per week outside of class with a computer.

PREREQUISITES: MAT111 or MAT112 or MAT221

CSC352 Computer Science II

credits: 3

A continuation of CSC351, structured and object oriented programming concepts, program debugging and testing, string processing, internal searching and sorting, data structures, algorithms, abstract data types, and recursion using C++. Offered every other year. Every student is expected to work at least three hours per week outside of class with a computer.

PREREQUISITES: CSC351

CSC395 Independent Study in Computer Science

credits: 1

Junior level independent study.

DAN257 LLP

credits: 0

The student has the opportunity to earn credit by writing a college-level paper reflecting learning in this subject through experience, reflection, concept formation, and application of those concepts to new situations. The paper is evaluated by a Concordia faculty member.

DAN258 PST

credits: 0

The student petitions to gain academic credit through verification of completed college-level training (seminars, workshops, licenses, apprenticeships, etc.) conducted in a non-collegiate setting. The petition is evaluated by a Concordia faculty member.

ECE201 Foundations of Early Childhood Ed

credits: 3

Provides an overview of purposes, philosophy, programs, and issues related to the care and education of children (ages birth through eight) including 'developmentally appropriate practices,' professionalism, and ethical standards.

ECE310 Assessment of Young Children

credits: 3

Purposes and techniques of formal and informal assessment, including observation, analysis and reporting of results; the application of assessment data in planning developmentally appropriate activities for children. Prerequisite: Admission to the School of Education

PREREQUISITES: EDU220 and EDU301 and EDU302 and PSY211

ECE320 Planning Instruction for Young Children

credits: 2

Creation and evaluation of curriculum and instructional units and activities that are

developmentally appropriate for young children; curricular integration to support physical, social, emotional, language, cognitive, spiritual and aesthetic development.

PREREQUISITE: Admission to the School of Education and EDU220 and EDU301 and EDU302 and PSY211

ECE345 Emergent Literacy

credits: 2

Research-supported theories, philosophy and teaching strategies aimed at supporting the young child's emergent reading, writing, speaking and listening behaviors; selecting and using high-quality picture books. Includes 10 hours supervised clinical experiences.

PREREQUISITES: EDU341

ECE405 Early Childhood Education Program Admin

credits: 3

Skills and understandings needed to provide effective leadership for child care centers and preschool programs, including budgeting and finances, health and safety issues, staff management, licensing processes, and ongoing program improvement. *PREREQUISITE:*

Admission to the School of Education and EDU220 and EDU301 and EDU302 and PSY211

ECE410 Learning through Creative Activities

credits: 3

Use of the fine arts, including music, art, movement and dramatic play, as a central and integrating component of the curriculum for young children. Includes 20 hours of supervised clinical experience. *PREREQUISITES: ECE320*

ECE415 Partnerships for Early Childhood

credits: 3

Research and strategies related to strengthening the school/family/community partnership, including communication, shared decision-making, identification of services, and parenting skills. *PREREQUISITE: Admission to the School of Education and EDU220 and EDU301 and EDU302 and PSY211*

ECE420 Math and Science for Young Children

credits: 2

Current research, theories and practices regarding the early development of mathematical understandings and scientific reasoning; strategies for supporting children's exploration and understanding of the world through inquiry-based, hands-on activities. Includes 10 hours of supervised clinical experience. *PREREQUISITES: ECE320*

ECE450 Early Childhood Practicum

credits: 1

A one-week, full time clinical experience in a licensed infant/toddler child care program. *PREREQUISITE: Completion of at least 50% of Early Childhood Education minor course requirements and ECE201 and ECE310 and ECE320*

ECO200 Economics

credits: 3

In this course, students will gain knowledge and understanding of basic principles and theories of macro and microeconomics. Key topics covered include the laws of supply and demand, the business cycle, inflation, unemployment, economic growth, competition, oligopoly, and monopoly. *PREREQUISITES: MAT111*

ECO201A Microeconomics

credits: 3

Provides a basic overview of economic theory and microeconomic topics including supply and demand, the nature and types of competition, and the role of the government in the markets. (ADP)

ECO202A Macroeconomics

credits: 3

Provides a basic overview of macroeconomics including the determination of economic growth and employment, fiscal and monetary policy, and international trade. (ADP)

ECO257 LLP

credits: 0

The student has the opportunity to earn credit by writing a college-level paper reflecting learning in this subject through experience, reflection, concept formation, and application of those concepts to new situations. The paper is evaluated by a Concordia faculty member.

- ECO258 PST** *credits: 0*
The student petitions to gain academic credit through verification of completed college-level training (seminars, workshops, licenses, apprenticeships, etc.) conducted in a non-collegiate setting. The petition is evaluated by a Concordia faculty member.
- ECO295 Independent Study in Economics** *credits: 1*
Sophomore level independent study.
- ECO331 International Economics** *credits: 3*
This course traces the development of theories of international trade and finance. Students consider critiques of modern approaches to balance of payments. Domestic and foreign disturbances of equilibrium are analyzed. *PREREQUISITE: ECO200*
- ECO395 Independent Study in Economics** *credits: 1*
Junior level independent study.
- ECO495 Independent Study in Economics** *credits: 1*
Senior level independent study.
- EDU220 Foundations of Education** *credits: 4*
By investigating historic and current understandings of learning and schooling within a multicultural society, the future teacher will construct a foundation for reflective teaching and decision making.
- EDU221 Theories of Learning** *credits: 2*
By investigating historic and current educational research and theories of learning, the future teacher will construct a foundation for reflective teaching and decision making.
- EDU222 Schools in a Pluralistic Society** *credits: 2*
By investigating historic and current understandings of schooling within our country, the future teacher will construct a foundation for reflective teaching and decision making.
- EDU295 Independent Study in Education** *credits: 1*
Sophomore level independent study.
- EDU301 Adapting for Diversity** *credits: 2*
Acquisition of tool skills, concepts and constructs to: assess and understand diversity in schools and their communities; and adaptively address dimensions of diversity which have dynamic implications for planning instruction.
- EDU302 Adapting for Exceptionalities** *credits: 2*
The goal of this course is demonstrated awareness, knowledge and empathy for exceptional individuals so that professionals may serve their needs in the most effective and appropriate ways possible.
- EDU321 Professional Practices in Art Education** *credits: 1*
Teacher candidates are introduced to strategies for advocacy for the arts, professional development requirements and professional practices.
- EDU322 Philosophy of Art Education** *credits: 1*
Teacher candidates study, evaluate, and respond to the history and philosophy of art education in America from 1880 to the present.
- EDU340 Elementary Curriculum & Instruction** *credits: 3*
The structures of elementary disciplines, curriculum alignment and standards, differentiating instruction, designing instruction for understanding, visually representing information and ideas, and the use of related supporting technologies.
PREREQUISITE: Admission to the School of Education
- EDU341 Literacy & Literature for Children** *credits: 4*
Developing readers and writers through literature-based reading instruction and the writing

process; balanced word recognition, comprehension and vocabulary strategies; formal and informal assessment; teaching of the language arts. *PREREQUISITE: Admission to the School of Education*

EDU342 Reading & Writing with Diverse Learners *credits: 2*

Adapting literacy instruction and use for diverse learners; identifying reading problems, determining contributing factors, and planning corrective instruction; classroom management which supports learning. *PREREQUISITE: Admission to the School of Education, Professional Semester*

EDU345 Secondary Curr & Inst: Adolescent Learn *credits: 1*

By using the knowledge of how adolescents develop and learn, the future teacher will develop proficiencies in adapting instructional strategies to address adolescent perceptions and learning behaviors.

EDU362 Teaching the Writer's Craft *credits: 3*

Focuses on curriculum, methods, and materials used to teach and assess writing in elementary schools with an emphasis on the writing process. *PREREQUISITES: EDU340 and EDU341*

EDU364 Teaching English Language Learners *credits: 3*

Participants in this course will explore the ESL National and State Standards, as well as effective program models and program components for English language learners. In addition, students will gain an understanding of second language and literacy development, assessment strategies and culturally responsive pedagogy. *PREREQUISITES: EDU340 and EDU341*

EDU395 Independent Study in Education *credits: 1*

Junior level independent study.

EDU408 Teaching the Christian Faith (w) *credits: 2*

Students will prepare and evaluate objectives, strategies, and materials for teaching the faith to Lutherans and non-Lutherans through lessons, through integrating the faith across the curriculum, and through worship. *PREREQUISITES: ENG101 and REL241 or REL242*

EDU422 Curr & Inst: Social Studies Education *credits: 2*

Students utilize social studies instructional methods useful in elementary classrooms. *PREREQUISITES: EDU340 and EDU341*

EDU423 Curriculum & Inst: Science Education *credits: 2*

Teacher candidates analyze and evaluate elementary school science materials and curriculum. Current laboratory materials and teaching aids are used to develop projects in elementary science education. *PREREQUISITES: EDU340 and EDU341*

EDU424 Curriculum & Inst: Mathematics Education *credits: 2*

This course focuses on curriculum, methods and materials used to teach mathematics in elementary schools. *PREREQUISITES: EDU340 and EDU341*

EDU425 Curriculum & Inst: Music Education *credits: 2*

Students discover principles, methods, and materials for teaching music in the elementary classroom. *PREREQUISITES: EDU340 and EDU341*

EDU426 Curriculum & Instruction: Art Education *credits: 2*

Development of competence and resources for visual arts advocacy and the well-aligned and well-differentiated integration of a Discipline-based approach to art education across the curriculum. *PREREQUISITES: EDU340 and EDU341*

EDU427 Curr & Inst: Health & Physical Education *credits: 2*

This course will help you understand, recognize, analyze and demonstrate a range of teaching skills and also understand the "skill theme approach" to children's physical education curriculum. *PREREQUISITES: EDU340 and EDU341*

EDU431 Secondary Reading (w) *credits: 3*
Students are acquainted with reading through the content areas in the secondary curriculum. Content area structures, reading applications and teaching strategies are presented. *PREREQUISITE: Admission to the School of Education and ENG101*

EDU434 Michigan Literacy Progress Profile *credits: 2*
The "Michigan Literacy Progress Profile" (MLPP) is a 35-hour training program in balanced literacy for primary-grade teachers. It includes teaching strategies and in balanced literacy and assessments in reading, writing, listening and speaking. *PREREQUISITE: EDU341*

EDU435 Literature for Young Adults *credits: 3*
Students receive a general survey of the wide body of literature which is available for use with adolescents, as well as criteria for evaluation and presentation of a variety of techniques for teaching such literature. Course number changed to LAN435 in the 2006-2007 school year.

EDU436 Sec Curr & Inst: Community/Class Mgmt *credits: 2*
This professional semester course engages students in an overview of legal, ethical and other educational issues in secondary school learning communities including an examination of classroom and student management strategies. *PREREQUISITE: Admission to the School of Education, Professional Semester*

EDU437 Children's Literature *credits: 3*
Provides a general survey of the wide body of literature that is available to use with children, as well as criteria for evaluation and presentation of a variety of techniques for teaching such literature. Course number changed to LAN437 in the 2006-2007 school year.

EDU440 First Days of School *credits: 0*
Provides elementary teacher candidates with practical, hands-on experience in classroom management and organization. *PREREQUISITE: Admission to the School of Education*

EDU441 Directed Teaching: Elementary Education *credits: 12*
Developing candidate design, delivery and reflective assessment of authentic, complex patterns of teaching performances across the curriculum that are well-aligned, well-differentiated, and have a positive effect on student learning. *PREREQUISITE: Admission to the School of Education, Professional Semester*

EDU445 Office of the Christian Teacher *credits: 2*
Students explore the role of the professional educator in the Lutheran school system. Special emphasis is given to the ministry of the Lutheran teacher, the call and placement process, staff relationships, and the role of the teacher in the total parish program. *PREREQUISITE: Admission to the School of Education, Professional Semester*

EDU446 Directed Teaching: Secondary Education *credits: 12*
Directed teaching provides opportunity for the candidate to develop skills in teaching in the content areas, in assessment and evaluation methods, practice in classroom management and evaluating professional practice. *PREREQUISITE: Admission to the School of Education, Professional Semester*

EDU450 Teaching Art at the Elementary Level *credits: 5*
Addresses the pedagogical and practical considerations of teaching art at the lower and upper elementary levels with a well-aligned and well-differentiated integration of a discipline-based approach to art education across the curriculum. *PREREQUISITE: Admission to the School of Education, Professional Semester*

EDU452 Teaching Art at the Secondary Level *credits: 5*
Addresses the pedagogical and practical considerations of teaching art at the secondary level with a well-aligned and well-differentiated integration of a discipline-based approach to art education across the curriculum. *PREREQUISITE: Admission to the School of Education, Professional Semester*

EDU461 Secondary English/Language Arts Methods *credits: 3*
Students gain a background in content, methods and materials for teaching English and Language Arts in the secondary school. *PREREQUISITE: Admission to the School of Education*

EDU462 Secondary Social Science Methods *credits: 3*
Students explore secondary social science instruction as it relates to goal determination, strategies and materials, implementation of teaching models and evaluation. *PREREQUISITE: Admission to the School of Education*

EDU463 Secondary Science Methods *credits: 3*
This course focuses on the methods and materials for secondary science teaching, the nature of secondary students, secondary science curricula, scientific processes and inquiry, textual materials, course and lesson planning, budgeting, materials management and professional growth. *PREREQUISITE: Admission to the School of Education,*

EDU464 Secondary Mathematics Methods *credits: 3*
This course focuses on the methods and materials for secondary mathematics teaching including: the nature of secondary students, secondary mathematics curricula, textual materials, course and lesson planning and professional growth. *PREREQUISITE: Admission to the School of Education*

EDU465 Secondary Music Methods *credits: 3*
Students examine methods, materials and principles for organization of music courses and activities in junior and senior high schools. *PREREQUISITE: Admission to the School of Education*

EDU467 Secondary Physical Education Methods *credits: 3*
This course provides a methodological approach to teaching physical education. Attention is devoted to understanding the growth and development of the student for curriculum development, program planning, and instructional techniques. *PREREQUISITE: Admission to the School of Education*

EDU468 Secondary Foreign Language Methods *credits: 3*
This course focuses on the principles for teaching secondary foreign language courses including: the nature of student learning, foreign language curricula, instructional strategies, textual materials, course planning and professional growth. *PREREQUISITE: Admission to the School of Education*

EDU469 Secondary Speech/Communication Methods *credits: 3*
This course focuses on the principles for teaching secondary speech and communication courses including: the nature of student learning, communication curricula, instructional strategies, textual materials, course and lesson planning and professional growth. *Prerequisite: Admission to the School of Education*

EDU483 Senior Project *credits: 1*
Students combine research and practical implementation of theories and concepts to develop an individual project.

EDU495 Independent Study in Education *credits: 1*
Senior level independent study.

EDU520 Educational Leadership: Theory/Practice *credits: 3*
An exploration of the basic principles of educational leadership within the sociopolitical context of schools. An analysis of the beliefs and practices required for high levels of performance.

EDU530 Organiz Theory in Educational Settings*credits: 3*

This course presents traditional and contemporary theories, research and practices related to the behavior of human beings in formal organizations; particularly within the context of the school as an institution.

EDU550 Research Methods in Education*credits: 3*

This course provides a broad introduction to educational research and the various traditions found within the community of educational researchers. Attention will be given to the central role of data collection and interpretation in curricular, programmatic, and leadership decision-making. The student will examine the moral, legal, and ethical issues that arise when conducting research.

EDU560 Cultural Issues/Curric, Class, Community*credits: 3*

The students will examine how issues of ethnicity, economic status, gender, geography, history and other considerations play a significant role in the forces which shape and define educational settings. Through exploration of the schools' political/social environments students will discover the factors that influence educational policy how educational policy shapes curriculum.

EDU570 Prof Learning Commun w/in Plural Society*credits: 3*

An overview of the development of learning communities within the school system. The emphasis in this course is that the school system reflects the community it serves. This includes developing partnerships with the parents, the business community and local/state/federal agencies that serve the community.

EDU580 Curriculum Devel/Instruction Supervision*credits: 3*

Participants examine the criteria and development of effective instructional programs, including the dynamics involved in planning, implementation and evaluation of programs; the implications of personnel and resource development to the overall instructional model; and the skills necessary to effectively and positively impact personnel in order to create and sustain a positive learning environment.

EDU590 Curriculum Inquiry and Reform*credits: 3*

Participants examine the issues and current trends in curricular reform, including planning, implementation and evaluation of programs. The emphasis in this class will be to explore the rationale for change, to develop collaboration and identify effective processes for curricular reform.

EDU610 Legal/Ethical/Policy Iss School Leaders*credits: 3*

Participants examine legal and ethical issues related to Educational Administration, including questions of liability and negligence, teacher and student rights, certification and accreditation, and disciplinary policies and practices. Particular attention will be given to the role and impact of local, state and federal stakeholders on the development and implementation of school policies.

EDU620 Instructional Tech/Reflective Educator*credits: 3*

The theory/practice of implementing curriculum plans that include methods and strategies for applying technology to maximize student learning.

EDU630 The Principalship: Curr Iss/Emerg Trends*credits: 3*

Participants examine the changing, multi-faceted role of servant leadership within schools and as it extends to the community. Course topics will include research on strategies and innovative programs to improve school operations and enhance achievement for all students.

EDU640 Personnel Mgt/Professional Development*credits: 3*

Participants explore and learn to apply leadership skills and dispositions related to the development and supervision of effective learning environments. The process and function of

various leadership roles are explored as they contribute to the overall success of the instructional program, particularly through the ongoing evaluation and improvement of personnel, facilities, programs, schedules, services and staff development.

EDU650 Funding/Financing Schools*credits: 3*

This course traces the history and current realities of school funding within America public and private schools. Participants will examine state aid formulas, tax structures and federal aid, along with the use of tuition, grants and third-source funding. This course will include a practical application of the development of school budgets.

EDU660 Ed Policy: Curr Issues/Effects on Curric*credits: 3*

Participants examine educational policies at the local, state and national levels. They will explore complex questions effecting curriculum in social and historical contexts. Current legislation and its effects on the educational community, such as the standards-based movement, will be examined.

EDU795 Guided Research & Practice*credits: 3*

The student will work with a faculty mentor to design and complete a masters thesis grounded in an action research project.

ELE257 LLP*credits: 0*

The student has the opportunity to earn credit by writing a college-level paper reflecting learning in this subject through experience, reflection, concept formation, and application of those concepts to new situations. The paper is evaluated by a Concordia faculty member.

ELE258 PST*credits: 0*

The student petitions to gain academic credit through verification of completed college-level training (seminars, workshops, licenses, apprenticeships, etc.) conducted in a non-collegiate setting. The petition is evaluated by a Concordia faculty member.

ELE457 LLP*credits: 0*

The student has the opportunity to earn credit by writing a college-level paper reflecting learning in this subject through experience, reflection, concept formation, and application of those concepts to new situations. The paper is evaluated by a Concordia faculty member.

ELE458 PST*credits: 0*

The student petitions to gain academic credit through verification of completed college-level training (seminars, workshops, licenses, apprenticeships, etc.) conducted in a non-collegiate setting. The petition is evaluated by a Concordia faculty member.

EMG301 Inter-Disciplinary Incident Command*credits: 3*

Introduces the concepts and principles of the Incident Command System (ICS). Topics include a brief history of the ICS, the ICS central organization, incident facilities, incident resource management, and the ICS assignments and implementations issues. (ADP)

EMG324 Emergency Preparedness*credits: 3*

Explores readiness operations and issues at both a micro and macro level. Focus is on emergency preparedness plans for various types of emergencies, such as natural disasters, bomb threats, accidents, and workplace violence. (ADP)

EMG360 Community and the Fire Threat*credits: 3*

Examines concepts of community sociology, the role of fire-related organizations with the community, and their impact on the local fire problems, including internal and external relationships in the local and regional fire service. (ADP)

EMG420 Advanced Fire and EMS Administration*credits: 3*

Provides tools for effective fire service administration including a community orientation approach, core skills related to planning, implementation, leading change, and community risk management. (ADP)

- EMG442 Current Issues in Emergency Management** *credits: 3*
Covers the background, components, operations, and current issues of the emergency management discipline and practice. Topics include mitigation, response, recovery, preparedness, crisis communication, and the new terrorist threat. (ADP)
- ENG101 English Composition** *credits: 3*
This course is designed to help students refine their writing style. Group and written work promote skills in critical reading, peer editing and revising. The students develop strategies for researching and for effectively incorporating source material into their writing. A research paper is required.
- ENG224 Creative Writing: Poetry** *credits: 1*
Students will read and write poetry, assessing the effects of style, technique and words choices that they, their fellow students and published poets have made in their poetry.
- ENG257 LLP** *credits: 0*
The student has the opportunity to earn credit by writing a college-level paper reflecting learning in this subject through experience, reflection, concept formation, and application of those concepts to new situations. The paper is evaluated by a Concordia faculty member.
- ENG258 PST** *credits: 0*
The student petitions to gain academic credit through verification of completed college-level training (seminars, workshops, licenses, apprenticeships, etc.) conducted in a non-collegiate setting. The petition is evaluated by a Concordia faculty member.
- ENG295 Independent Study in English** *credits: 1*
Sophomore level independent study.
- ENG301 Advanced Composition (w)** *credits: 3*
Students examine various aspects of persuasion while continuing to develop an effective, lucid style. *PREREQUISITES: ENG101*
- ENG302E Creative Writing: Fiction** *credits: 1*
A workshop course in the nature and techniques of fiction writing. Students will read from an anthology in order to find models for their own writing, as well as read and critique one another's work. At the end of the course, students compile their writing into a portfolio with introduction.
- ENG311 Introduction to Poetry** *credits: 3*
This course is designed to give students skills for evaluating and interpreting poetry. By increasing their knowledge of the nature as well as the elements of poetry, students will improve their abilities to read, understand and appreciate poetry. *PREREQUISITES: ENG101*
- ENG312 Introduction to Drama** *credits: 3*
Close reading of 20 to 25 plays in their historical and theatrical context. Special emphasis is on form, themes, conventions, devices and mythological background. *PREREQUISITES: ENG101*
- ENG313 Introduction to Fiction** *credits: 3*
Students read representative prose fiction, including both short stories and novels of American, English, continental or minority writers of the 18th, 19th, and 20th centuries. The student's awareness of the distinction of this genre is increased through a study of various fictional modes, forms, conventions, and styles. *PREREQUISITES: ENG101*
- ENG314 Development of the Novel** *credits: 3*
Students explore the development of the novel into a major genre, the form being related to social, cultural and intellectual backgrounds. Critical analysis of works by novelists such as Cervantes, Defoe, Fielding, Goethe, Shelley, Austen, Balzac, Flaubert, Dickens, Eliot, Dostoevsky, Faulkner, Joyce, Woolf, Mann, Camus, Achebe, Morrison, Coetzee, and others. *PREREQUISITES: ENG101*

ENG315 Contemporary Mosaic*credits: 3*

Students read selections that highlight contemporary American ethnic and minority perspectives. The readings in fiction, drama, and poetry broaden students' understanding and appreciation of the rich variety within the American experience. *PREREQUISITES: ENG101*

ENG321 The English Language*credits: 3*

This course offers a study of the principles and phenomenon of language through an introduction to the fundamentals of linguistics, the phonetics, morphology, syntax, and semantics, followed by an examination of English Language from 900 to present. *PREREQUISITES: ENG101*

ENG331 Medieval & Renaissance Literature*credits: 3*

Students examine medieval lyrics, narratives, and romances, with emphasis on the work of Chaucer. Readings in significant works of selected Renaissance writers include Sidney, Spenser, Donne, Jonson, Herbert, Marvell and Milton. Shakespeare excluded. *PREREQUISITES: ENG101*

ENG332 Shakespeare (w)*credits: 3*

Study 10-12 representative plays, including histories, comedies, and tragedies. Develop an appreciation of Shakespeare's art and thought. Close, careful reading will increase the student's analytical and interpretative skills. *PREREQUISITES: ENG101*

ENG333 Restoration & 18th Century Literature*credits: 3*

This course provides a study of representative prose, poetry, and drama of the late 17th and 18th century England. Readings in selected works of writers such as Dryden, Behn, Pope, Swift, Congreve, Montague, Defoe, Johnson, Gray, Fielding and Burke. *PREREQUISITES: ENG101*

ENG334 The Romantic Movement*credits: 3*

A study of the poetry of Blake, Wordsworth, Coleridge, Byron, Shelley, Keats and of minor poets. Some of the prose of this period will be considered. *PREREQUISITES: ENG101*

ENG335 Victorian Literature*credits: 3*

Several major Victorian poets, novelists, and essayists are read in the light of social and cultural attitudes and realities of the Victorian period. Among writers considered may be Carlyle, Mill, Ruskin, Tennyson, the Brownings, the Rossettis, Arnold, Newman, Pater, Gaskell, the Brontes, Dickens, Eliot, and Hardy. *PREREQUISITES: ENG101*

ENG336 20th Century British Literature*credits: 3*

Students read representative works of twentieth century British poets, novelists, and essayists against the background of social and cultural changes throughout the century. The course includes writers such as Conrad, Woolf, Joyce, Eliot, Lawrence, Yeats, Lessing and others. *PREREQUISITES: ENG101*

ENG341 American Literature to 1865 (w)*credits: 3*

This course offers a survey of American writers in the colonial, revolutionary, early national, and romantic periods. Emphasis is on major authors (Taylor, Franklin, Cooper, Poe, Hawthorne, Emerson, Thoreau, Melville, and Whitman) presented in the context of selected alternate voices (e.g. Rowlandson, Equiano, Freneau, Thorpe, Longfellow, Douglass). *PREREQUISITES: ENG101*

ENG342 American Literature, 1865-Present (w)*credits: 3*

A survey course of American writers since the Civil War. Emphasis is on major writers (Twain, James, Frost, Eliot, O'Neill, Hemingway, Faulkner, Stevens, and Williams) in the context of selected alternate voices (e.g. Chestnut, Chopin, Black Elk, Cather, Hurston, Wright, Plath). *PREREQUISITES: ENG101*

- ENG395 Independent Study in English** *credits: 1*
Junior level independent study.
- ENG483 Senior Project** *credits: 1*
Students combine research and practical implementation of theories and concepts to develop an individual project.
- ENG491 Seminar in Literature** *credits: 3*
Students engage in an intensive study of a topic, author, period, or genre. Subject matter will change from year to year and will generally be announced prior to early registration.
- ENG495 Independent Study in English** *credits: 1*
Senior level independent study.
- ENS201 Wind Ensemble** *credits: 1*
Study and performance of band literature of all periods and styles. Conducts annual tours. Formerly INS201.
- ENS221 Jazz Ensemble** *credits: 1*
Study and performance of contemporary jazz literature. Performance opportunities will be through concerts and tour. Formerly INS221.
- ENS242 Handbell Ensemble** *credits: 1*
Study and performance of handbell literature. Formerly INS242.
- ENV257 LLP** *credits: 0*
The student has the opportunity to earn credit by writing a college-level paper reflecting learning in this subject through experience, reflection, concept formation, and application of those concepts to new situations. The paper is evaluated by a Concordia faculty member.
- ENV258 PST** *credits: 0*
The student petitions to gain academic credit through verification of completed college-level training (seminars, workshops, licenses, apprenticeships, etc.) conducted in a non-collegiate setting. The petition is evaluated by a Concordia faculty member.
- ESC201 Physical Geology** *credits: 3*
The earth's crust and its constituents. Geological processes. Common rocks and minerals, and topographic map study. (Students are responsible for field trip expenses.)
- ESC211 Principles of Physical Geography** *credits: 3*
This is an introductory course in physical geography. Primary attention is given to earth-sun relations, climate, landforms and map interpretation. (Students are responsible for field trip expenses.)
- ESC220 Descriptive Astronomy** *credits: 3*
Observational and theoretical studies of the solar system and the extra-solar system. Topics include the telescope, planets and their satellites, asteroids, comets, meteors, the sun as a star, characteristics of stars, galaxies, interstellar matter, and the possibility of life elsewhere in the universe.
- ESC257 LLP** *credits: 0*
The student has the opportunity to earn credit by writing a college-level paper reflecting learning in this subject through experience, reflection, concept formation, and application of those concepts to new situations. The paper is evaluated by a Concordia faculty member.
- ESC258 PST** *credits: 0*
The student petitions to gain academic credit through verification of completed college-level training (seminars, workshops, licenses, apprenticeships, etc.) conducted in a non-collegiate setting. The petition is evaluated by a Concordia faculty member.

- ESC295 Independent Study in Earth Science** *credits: 1*
Sophomore level independent study.
- ESC302 Glaciers, Glaciation, and the Ice Age** *credits: 1*
Students will examine different kinds of glaciers and how they shape the land. They will learn to recognize the various kinds of land forms created by glaciers. They will take a field trip through SE Michigan to look at the evidence for the ice age.
- ESC310 Meteorology** *credits: 3*
This course offers a study of the meteorological elements, the instruments that measure them, and the processes that control them.
- ESC395 Independent Study in Earth Science** *credits: 1*
Junior level independent study.
- ESC495 Independent Study in Earth Science** *credits: 1*
Senior level independent study.
- FAM295 Independent Study in Family Life** *credits: 1*
Sophomore level independent study.
- FAM311 Family Dynamics & Resource Mgmt (w)** *credits: 3*
This course will provide students with an awareness of basic family theory as a tool for understanding family strengths and weaknesses, how family members relate to one other, and how families make decisions regarding developing and allocating resources.
PREREQUISITES: ENG101 and PSY211 and PSY212 or SOC345 and PSY211 or SOC345 and PSY212
- FAM321 Parent Education & Guidance (w)** *credits: 3*
The purpose of this course is to provide students with an understanding of the general philosophy and broad principles of family life education in conjunction with the ability to plan, implement, and evaluate such educational programs. *PREREQUISITES: ENG101 and PSY211 or PSY212*
- FAM390A Fieldwork IA** *credits: 3*
Students will spend 120 hours each semester in a supervised volunteer position at a local non-profit agency that provides support for families. *PREREQUISITES: PSY211 and PSY212 and SOC345*
- FAM390B Fieldwork IB** *credits: 3*
Students will spend 120 hours each semester in a supervised volunteer position at a local non-profit agency that provides support for families.
- FAM395 Independent Study in Family Life** *credits: 1*
Junior level independent study.
- FAM411 Family Law & Public Policy** *credits: 3*
This course provides an understanding of the legal definition of the family and examines the laws which affect the status of the family. Historical development of laws relating to marriage, divorce, family support, child custody, child protection and rights, and family planning will be examined.
- FAM421 Family Life Education Methodology** *credits: 3*
This course enables students to develop knowledge of the scope, trends, and current issues in family life education methodology, as well as the opportunity to demonstrate the use of methods and materials. *PREREQUISITES: PSY211 and PSY212*
- FAM430 Foundations of Youth Ministry** *credits: 3*
Explores Biblical foundations for youth ministry. It will help students experience several

youth ministry philosophies and challenge them to form their own definition and philosophy. The student will also define the role of the home and parents youth ministry programming and apply intergenerational programming design.

FAM431 Youth Culture

credits: 3

Students explore the youth culture in America, ways to help teens in crisis, ways to stay current on youth culture issues, and learning the importance of building relationships with teens and parents. Students will also explore strategies to reach out and minister to youth in the community, apply theology to contemporary issues, and to set up policy to protect teens and adults from misconduct or false accusation.

FAM432 Youth Ministry Administration

credits: 3

Students explore youth ministry administration as it applies to the local congregation. Students learn to develop short and long term planning skills, recruit and train volunteers, and manage youth budgets. The course will also explore change, leadership skills, and professional liability issues.

FAM433 Youth Ministry Seminar

credits: 2

Students explore personal issues in ministry, especially those that are specific to youth ministry. Students develop a personal devotional life, explore time management, and understand the importance of a congregation's unique history and culture. Students will also learn the dynamics of team ministry, navigating congregational conflict, and the importance of professional growth and support.

FAM434 Practical Skills in Youth Ministry

credits: 3

Students explore basic skills in youth ministry. Students look at ways to identify, plan, implement, maintain, and lead a balanced youth ministry program to teens and their homes through fellowship, outreach, small groups, mission servant trips, fund raising, retreats, and more. Students learn how to speak effectively to youth, lead youth Bible studies, lead retreats, evaluate youth resources, assess spiritual gifts of youth, and engage their gifts in Christian service.

FAM483 Senior Project

credits: 1

Students combine research and practical implementation of theories and concepts to develop an individual project.

FAM490A Fieldwork IIA

credits: 3

The student intending on working in a church will spend 240 supervised hours over the course of two semesters in a congregational setting. The student intent on working in the human services field will spend 240 supervised hours over the course of two semesters at a community agency.

FAM490B Fieldwork IIB

credits: 3

The student intending on working in a church will spend 240 supervised hours over the course of two semesters in a congregational setting. The student intent on working in the human services field will spend 240 supervised hours over the course of two semesters at a community agency.

FAM495 Independent Study in Family Life

credits: 1

Senior level independent study.

FRE101 Elementary French I

credits: 3

Introduction to French vocabulary, grammar, and culture, taught through listening, speaking, reading, and writing. Offered every fall semester.

FRE102 Elementary French II

credits: 3

Continuation of French 101. *PREREQUISITES: FRE101*

GEO200 Human Geography*credits: 3*

Students use natural environment concepts to help explain the spatial distribution of human activities.

GEO257 LLP*credits: 0*

The student has the opportunity to earn credit by writing a college-level paper reflecting learning in this subject through experience, reflection, concept formation, and application of those concepts to new situations. The paper is evaluated by a Concordia faculty member.

GEO258 PST*credits: 0*

The student petitions to gain academic credit through verification of completed college-level training (seminars, workshops, licenses, apprenticeships, etc.) conducted in a non-collegiate setting. The petition is evaluated by a Concordia faculty member.

GEO295 Independent Study in Geography*credits: 1*

Sophomore level independent study.

GEO321 Ethnographic Geography*credits: 3*

Students explore the interplay of the natural environment, social organization and culture. Emphasis is on the diverse ways that ethnicity emerges as various human groups adjust to locales in which they live. *PREREQUISITES: GEO200*

GEO395 Independent Study in Geography*credits: 1*

Junior level independent study.

GER101 Elementary German I*credits: 3*

Introduction to German grammar and syntax; selected readings in German and conversations.

GER102 Elementary German II*credits: 3*

Introduction to more advanced German grammar and syntax; more selected readings in German and conversations. *PREREQUISITES: GER101*

GER111 Beginning German Language*credits: 4*

The course should enable the students to develop communication and comprehension strategies in everyday situations by providing the fundamentals of grammar and encouraging the students to speak about themselves and develop a feeling for and flexibility in usage of situational pattern samples. A general introduction to Austrian life and culture is an integral part of the course. (Study Abroad - Vienna)

GER211 Intermediate German Language*credits: 4*

The Intermediate German Class should further the students' ability to understand/speak everyday German, improve writing skills and flexibility in usage of language while studying Austrian/German social habits and structures. Speaking, listening and understanding German will be trained intensely in order to improve communication with native speakers. Increasing vocabulary and grammar, the students will learn more about political, social and cultural life in Vienna. (Study Abroad - Vienna) *PREREQUISITES: GER102*

GER321 Advanced German Language*credits: 4*

The Advanced German Class should enhance the students' flexibility in usage of language while studying Austrian/German social habits and structures. Speaking, listening and understanding German will be trained intensely in order to improve communication with native speakers. Increasing vocabulary and grammar, the students will learn more about political, social and cultural life in Vienna. (Study Abroad - Vienna)

GRE201A Elementary Greek I*credits: 4*

Students learn the morphology, syntax, and vocabulary of ancient Greek and achieve an initial level of skill in reading and writing basic sentences.

- GRE202A Elementary Greek II** *credits: 4*
Continuation of GRE201. Students learn the morphology, syntax, and vocabulary of ancient Greek and achieve increasing competence in the skills in reading and writing passages. *PREREQUISITES: GRE201 or GRE201A*
- GRE295 Independent Study in Greek** *credits: 1*
Sophomore level independent study.
- GRE301 Greek Prose** *credits: 3*
This course will involve more intensive reading of Koine Greek, a continuation of work on translation skills, and further study of morphology, syntax, and vocabulary. *PREREQUISITES: GRE202 or GRE202A*
- GRE302 Greek Poetry** *credits: 3*
Students examine selected readings in Greek literature along with a review of morphology, syntax, and vocabulary. *PREREQUISITES: GRE301*
- GRE311 Synoptic Gospels** *credits: 3*
Reading in the original of large portions of the synoptic Gospels in the original, with special emphasis on the particular style of each of the writers and their interdependence. *PREREQUISITES: GRE302*
- GRE312 Pauline Epistles I** *credits: 3*
This course provides an intensive study of the major epistles of Paul, such as Romans, and 1 and 2 Corinthians. *PREREQUISITES: GRE302*
- GRE313 Pauline Epistles II** *credits: 3*
This course focuses on reading the shorter letters of Paul beginning with Galatians and ending with Philemon. The purpose of the course is to increase the efficiency in reading Koine Greek, enhance better understanding of syntax, and improve the range of New Testament vocabulary. *PREREQUISITES: GRE302*
- GRE315A Greek Readings: Septuagint** *credits: 1*
This course serves as a vehicle for development of skills necessary in translation of ancient Greek texts. Students expand their knowledge of Greek morphology, syntax, and vocabulary. *PREREQUISITES: GRE302*
- GRE315B Greek Readings: Classical Texts** *credits: 1*
This course serves as a vehicle for development of skills necessary in translation of ancient Greek texts. Students expand their knowledge of Greek morphology, syntax, and vocabulary. *PREREQUISITES: GRE302*
- GRE315C Greek Readings: New Testament** *credits: 1*
This course serves as a vehicle for development of skills necessary in translation of ancient Greek texts. Students expand their knowledge of Greek morphology, syntax, and vocabulary. *PREREQUISITES: GRE302*
- GRE315D Greek Readings: Church Fathers** *credits: 1*
This course serves as a vehicle for development of skills necessary in translation of ancient Greek texts. Students expand their knowledge of Greek morphology, syntax, and vocabulary. *PREREQUISITES: GRE302*
- GRE395 Independent Study in Greek** *credits: 1*
Junior level independent study.
- GRE483 Senior Project** *credits: 1*
Students combine research and practical implementation of theories and concepts to develop an individual project.
- GRE495 Independent Study in Greek** *credits: 1*
Senior level independent study.

GST150 Intro to Campus Information Systems*credits: 1*

Introduces students to the university's networked environment including integrated e-mail, web based course resources, and library and research technologies to support the students in their academic work. (ADP)

GST151 Introduction to Campus Computing*credits: 2*

Introduces students to the college's networked environment that utilizes e-mail, the world wide web, and other communication technologies to support the faculty and students in their instruction and learning. Students will achieve beginning level information and technological literacy to enable them to be successful with course assignments throughout their college program.

GST182 Freshman Seminar*credits: 1*

Promotes academic success in the General Studies Core and present models for understanding the value of interdisciplinary study. The course will introduce students to liberal arts education and attempt to awaken intellectual curiosity. Helps students facilitate peer support networks and connect them to campus support services. Social issues that relate to the first year experience and interpersonal communication skills will be explored.

GST185 Area Studies I*credits: 3*

The student will survey the history, culture, geography, religious and mythology, arts, and social systems of a country of the world other than the United States of America.

GST186 Area Studies II*credits: 3*

The student will explore the history, culture, and society of an area of the world. Geographical boundaries, an ethnic population, or a political boundary will define the area of study. The area must exist outside the territories and boundaries of the United States of America.

GST201 Career Planning/Job Search Strategies*credits: 1*

Students will learn how to employ techniques useful for career planning and job search strategies. They will be exposed to web-based products; company information; and receive the benefits of exposure to various speakers in the career planning field.

HAR301 Beginning Harpsichord Lessons*credits: 1*

An introduction to harpsichord playing. This course will introduce keyboard students to harpsichord technique and literature. Maintenance and tuning will also be studied.

HAR302 Harpsichord Lessons*credits: 1*

Beginning level harpsichord lessons.

HAR303 Harpsichord Lessons*credits: 1*

Beginning level harpsichord lessons.

HAR304 Harpsichord Lessons*credits: 1*

Beginning level harpsichord lessons.

HAR401 Harpsichord Lessons*credits: 1*

An upper intermediate/advanced level of Harpsichord. A continuation of the study of technique and repertoire at a higher level.

HAR402 Harpsichord Lessons*credits: 1*

An upper intermediate/advanced level of Harpsichord. A continuation of the study of technique and repertoire at a higher level.

HAR403 Harpsichord Lessons*credits: 1*

An upper intermediate/advanced level of harpsichord. A continuation of the study of technique and repertoire at a higher level.

HAR411 Harpsichord Lessons *credits: 1*

An upper advanced level of Harpsichord. A continuation of the study of technique and repertoire at a higher level.

HARxxx Harpsichord Lessons *credits: 1*

This course number is a placeholder for music lessons until the appropriate skill level can be assigned.

HEB201 Elementary Hebrew I *credits: 3*

Students are introduced to Biblical Hebrew morphology, syntax, and vocabulary.

HEB202 Elementary Hebrew II *credits: 3*

This course continues the study of Biblical Hebrew morphology, syntax, and vocabulary with an introduction to the reading of Biblical Hebrew prose. *PREREQUISITES: HEB201*

HEB295 Independent Study in Hebrew *credits: 1*

Sophomore level independent study.

HEB301 Hebrew Prose *credits: 3*

Reading of selected prose from the Hebrew Old Testament. *PREREQUISITES: HEB202*

HEB302 Hebrew Poetry *credits: 3*

This course offers selected readings from the poetic writings of the Hebrew Old Testament and a review of grammar and vocabulary. *PREREQUISITES: HEB301*

HEB395 Independent Study in Hebrew *credits: 1*

Junior level independent study.

HEB483 Senior Project *credits: 1*

Students combine research and practical implementation of theories and concepts to develop an individual project.

HEB495 Independent Study in Hebrew *credits: 1*

Senior level independent study.

HER182 20th Century Challenges *credits: 3*

An orientation to the twentieth century as a time period presenting major challenges to human dignity and creativity, focusing on such issues as repressive political extremism of both Right and Left, violations of basic human rights, and painful malappropriations of economic and human resources in the process of development among the less developed nations of the world.

HER184 Cultural Heritage & Identity *credits: 3*

The student will explore how a nation's cultural heritage shapes national identity. The country under exploration varies.

HER186 American Experience: Jazz *credits: 3*

American history via selected topics, for example, the history of jazz.

HER367 England/World War II *credits: 4*

This course will consider the central place of England in World War II, first as the lone holdout against German successes on the continent, then allied with the Americans, many of whom landed on English soil in order to participate in the air war and prepare for Normandy. Special topics will include the Battle of Britain, the bombing campaign, the invasion of Normandy, and the implications of the Holocaust, especially in terms of the "Kindertransport" of Jewish children to safety in England. Students will visit relevant museums and war sites in England, work in major archives, and travel to Paris and the beaches of Normandy, with an optional trip to Germany. (Study Abroad - London)

HER368 Ireland & America in the Modern Era*credits: 3*

This course examines the historical connections between the United States and Ireland over the past two hundred years. A central feature of the course will be the impact of Irish emigration to America, from the early Scots-Irish settlers through the exodus of the Great Famine and the generations of emigrants who followed down to the end of the twentieth century. Through readings, lectures, discussions, and assignments we will examine the impact of Irish Americans on modern history of both Ireland and the United States from the American revolution to the Northern Ireland troubles, and we will explore the many facets of the transatlantic connection that continues to fuel a special relationship between the two countries. (Study Abroad - Dublin)

HER375 Spanish Culture & Civilization*credits: 3*

This course deeply covers the contemporary Spain. It begins with an introduction that analyzes the political-social convulsions of the 19th century. It continues with the Second Republic, the Civil War, Francoism and the Democratic Transition; and finishes with an analysis of the cultural aspects of the Spain today, through reflections on the family, education, customs, etc. (Study Abroad - Segovia)

HER377 Culture/Social History: Medieval Europe*credits: 4*

This course provides an introduction into European history from the Middle Ages to 1800. In addition to an analysis of the social and political background of the feudal society, topics including religious problems, medicine, art, life style of the elite as well as daily life of the lower classes are discussed. (Study Abroad - Vienna)

HER378 Modern Italy: His/Cult of Italian People*credits: 4*

This course serves as a thorough introduction to life and culture in modern Italy. Beginning with the geography of the boot, and emphasizing the vast geographical, economic and cultural diversity of the area, the course proceeds to the analysis of Napoleon's invasion, particularly in and around Macerata (the battle of Tolentino) and the following unification struggles (battle of Castelfidardo) eventually leading to nationalism. The roots of Fascism are recounted and the ideals and the realities of the corporate state are contrasted; World War II events and their impact on Macerata are revisited. Traditional themes in Italian literature and cinema related to the above mentioned historical moments are examined in their evolution in Italian society. (Study Abroad - Macerata)

HER381 Renaissance & Reformation*credits: 3*

This course introduces students to several important economic, political, religious and cultural personalities of the period 1300-1648. Students explore connections among the global forces and identify distinctive themes which were part of the transition from medieval to modern civilizations.

HER382 American Cultural & Intellectual Life*credits: 3*

Students will explore an idea important in American history as it has been represented by writers, thinkers, artists, and has registered itself in our larger cultural life.

HER383 History of Science (w)*credits: 3*

A brief history of the nature and development of the concepts of science with emphasis on the contributions key persons made to the development of the sciences as we know them today. **PREREQUISITES: ENG101**

HIS101A World Civilizations I*credits: 2*

Overview of the development of major areas and key people, ideas, and events in selected civilizations in Europe, Africa, and Asia from their origins to 1500.

HIS102A World Civilizations II*credits: 2*

Overview of the development of major areas and key people, ideas, and events in selected civilizations in Europe, Africa, and Asia from 1500 to the present.

HIS111A Development of American Civilizations I*credits: 2*

Overview of the development of major areas and key people, ideas and events in selected American civilizations from their origins to 1876.

HIS112A Development of American Civilizations II*credits: 2*

Overview of the development of major areas and key people, ideas and events in selected American civilizations from 1876 to the present.

HIS115 Native American Studies*credits: 3*

This introductory course is a multidisciplinary study of Native American culture. It will explore Native American history, literature, art, music, and contemporary political issues.

HIS257 LLP*credits: 0*

The student has the opportunity to earn credit by writing a college-level paper reflecting learning in this subject through experience, reflection, concept formation, and application of those concepts to new situations. The paper is evaluated by a Concordia faculty member.

HIS258 PST*credits: 0*

The student petitions to gain academic credit through verification of completed college-level training (seminars, workshops, licenses, apprenticeships, etc.) conducted in a non-collegiate setting. The petition is evaluated by a Concordia faculty member.

HIS295 Independent Study in History*credits: 1*

Sophomore level independent study.

HIS311 The American West*credits: 3*

A study of expansion into the Trans-Mississippi West, its nature, institutions, and impact on society.

HIS331 Historiography - State and Local History*credits: 3*

An examination and application of historical methods in local history with emphasis on various historiographical perspectives. This course will develop investigative research abilities and information processing skills.

HIS355 American Racial & Cultural Minorities*credits: 3*

Explores racial and cultural minorities in the modern world with particular references to U.S. racial myths, doctrines, and historical movements; conflict and accommodation; with proposed solutions to ethnic conflict.

HIS385 Area Studies (w)*credits: 3*

A historical and topical survey of a world culture: Middle East and North Africa, Sub-Saharan Africa, East Asia, Southeast Asia, South Asia, Central America, South America, Europe, Russia, and Austral Realm. Topics will change from semester to semester. Students may take this course more than once for credit as long as different topics are studied.

PREREQUISITES: ENG101

HIS395 Independent Study in History*credits: 1*

Junior level independent study.

HIS421 Special Topics in History*credits: 3*

Study of specific selected topics with development of appropriate major areas and key people, ideas, and events. Topics will change from semester to semester. Students may take this course more than once for credit as long as different topics are studied.

HIS465 Seminar in History (w)*credits: 3*

An individual research project culminating in a formal presentation in history or social science. Seminar discussions will focus on the comparison of various historiographical perspectives from selected areas and regions. **PREREQUISITES:** ENG101 and HIS111 or HIS111A and HIS112 or HIS112A and HIS101 or HIS101A and HIS102 or HIS102A

HIS483 Senior Project*credits: 3*

Students combine research and practical implementation of theories and concepts to develop an individual project.

HIS490 History Internship*credits: 1*

Students are assigned to complete a minimum of 30 hours per semester to an approved historical site or research facility.

HIS495 Independent Study in History*credits: 1*

Senior level independent study.

HUM115 Native American Studies*credits: 3*

This introductory course is a multidisciplinary study of Native American culture. It will explore Native American history, literature, art, music, and contemporary political issues.

HUM211 Introduction to Worship Dance*credits: 3*

Provides an overview, including a variety of perspectives, of the the history and production of dance in personal and corporate Christian worship. No prior experience is necessary. (ADP)

HUM257 LLP*credits: 0*

The student has the opportunity to earn credit by writing a college-level paper reflecting learning in this subject through experience, reflection, concept formation, and application of those concepts to new situations. The paper is evaluated by a Concordia faculty member.

HUM258 PST*credits: 0*

The student petitions to gain academic credit through verification of completed college-level training (seminars, workshops, licenses, apprenticeships, etc.) conducted in a non-collegiate setting. The petition is evaluated by a Concordia faculty member.

HUM323 Italy in the Movies*credits: 3*

Italy is present on many levels in American and British film culture, creating an "idea of Italy" which has long had a romantic fascination for film-makers and audiences. This course examines Italian cinema from the post-war period to the present, covering various directors and genres. A comparison of the Anglo-American and Italian visions is also made. Through screenings of films, readings, and excursions, the students gain insights into Italian history and culture. (Study Abroad - Macerata)

INS181 Cultural Mosaic*credits: 3*

A systemic analysis of the enduring social structures of American society: family, religion, education, government and vocation.

INS367 British Politics - Thatcher/Blair Era*credits: 3*

A comparison of Prime Ministers Margaret Thatcher and Tony Blair offers a lens through which to study contemporary British politics. The two leaders emerged from different parties and are often considered to be ideological polar opposites. Both leaders rallied and then alienated their party bases and broke with traditional party doctrine in their attempt to bring fundamental change to the UK. Both leaders engaged in a controversial foreign policy that ultimately lead the UK into war. Both enjoyed long tenures in office. (Study Abroad - London)

INS368 Irish Literature and Politics*credits: 3*

This course examines the way in which modern Irish writers have responded to the pressures of anglicization and modernization, and discusses literary reactions to social, ethnic, religious and gender issues in modern Irish culture. The course will start by examining the founding texts in Anglo-Irish literature (Swift and Edgeworth), establishing some of the most contentious debates in Irish studies as the parameters in which we will work. The emergence of an Irish Gothic tradition will also be looked at before moving towards an examination of the politics and literature of the Irish Literary Revival (1880-1920). Joyce

and Beckett both reacted in their different ways to that Revival, and the course will close by examining two of their seminal texts in relation to that reaction. (Study Abroad - Dublin)

INS374 Spain & the European Union

credits: 3

This course provides an ample view of the current economic and political importance of the 15 countries (including Spain) that form part of the European Union. The institutions and governmental organisms of the EU are studied to understand the potential and future possibilities this supreme organization offers. The Euro is also analyzed along with its consequences for the economic future of the "Euro Zone." (Study Abroad - Segovia)

INS375 International Protection of Human Rights

credits: 3

This course deals with the increasingly important role of human rights in today's world, both at the national and at the international levels. The course offers an introduction into the history of human rights with its basic philosophical ideas, and shows the development from the national protection of basic rights to the internationalization of human rights after World War II. (Study Abroad - Vienna)

INS376 Global Prob Solving/Role of Internet Org

credits: 3

This course deals with the ever-growing global interdependence, the major problems and challenges at the international level, and explores the role of international organizations in responding to these. The course focuses on the following topics: maintenance of international peace and security, cooperation in the economic and social field, development issues, human rights, environmental protection, and technical cooperation. It provides an overview of how organizations deal with these issues, the way these organizations work, and how they are structured. Special emphasis is placed on the United Nations, the UN family and other international organizations based in Vienna, such as the Organization for Security and Cooperation in Europe, are visited. (Study Abroad - Vienna)

INS377 Political Economy/European Integration

credits: 4

The goal of this course is to give the student a deeper understanding of the process of integration in Europe today. The historical and political background as well as the institutional organization of the European Union are examined. The legal system as well as the procedures whereby collective decisions are made are explained. Further, the course examines the economic effects when successive stages of integration (customs union, common market, Economic and Monetary Union, the EU's enlargement to the East) are attained. Special topics address ongoing policy issues. A number of excursions to EU-related institutions as well as "negotiation exercises" bring real-life, hands-on experience. (Study Abroad - Vienna)

INS379 European Cities: History/Structures/Imag

credits: 3

This course presents theories and historical material to encourage students to reflect upon the differences of cities in Europe and in the U.S.A. Its goal is to enable students to compare U.S. cities to European cities, to comprehend the diversity and complexity of city structures. It focuses on experience and perception of cities and has therefore a strong practical orientation: excursions allow students to create their own images of cities and towns of different character and base them on historical and theoretical knowledge. (Study Abroad - Vienna)

INS381 Urban Perspectives

credits: 3

Urban places are central to the historic definition of civilization. They are complex systems reflecting the best and worst of all human enterprise. This course looks at cities from many different viewpoints to construct a many faceted picture of the city as an entity and an idea. *PREREQUISITES: INS181*

INS382 Church & Society

credits: 3

Examines the historical and sociological relationship between the Christian Church and the society and culture in which it exists. *PREREQUISITES: INS181*

INS385 Gender and Society*credits: 3*

Examines the major concepts, issues, and research findings regarding the relationship between gender and social structures. Aspects of society examined include history, education, work, family, law, government, and media. Discussion includes the interrelationship between gender, race, class, and age. Focus is on the United States, with some cross-national material. *PREREQUISITES: INS181*

ISM341 PC Architecture & Maintenance*credits: 3*

An introduction to the structure & function of desktop computers, PC file servers, & peripheral equipment with emphasis on installation, troubleshooting, & maintenance. Includes hands-on laboratory work. *PREREQUISITES: PHY212*

ISM351 Systems and Help Desk Management*credits: 3*

Students learn to apply skills & knowledge acquired in prior courses of desktop computers and network operating systems, and application software to support computer users in a networked computer environment. *PREREQUISITES: CSC241 and MAT261 and COM202*

ISM421 Network Administration*credits: 3*

An introduction to the architecture, installation, operation, and maintenance of local and wide area computer networks. *PREREQUISITES: CSC352 and ISM341 and ISM351*

ISM425 Web Site Design & Administration*credits: 3*

Students will acquire facility with a broad range of skills and technologies used to create and manage a complex web site. *PREREQUISITES: ART220 and CSC352 and ISM421*

ISM483 Senior Project*credits: 1*

Students combine research and practical implementation of theories and concepts to develop an individual project.

ITA111 Elementary Italian*credits: 5*

Beginning level. The curriculum focuses on practical language skills and conversation in order to facilitate a quick transition to life in Macerata and to gain better access into the Italian culture. (Study Abroad - Macerata)

ITA211 Intermediate Italian*credits: 5*

Intermediate level. The curriculum focuses on practical language skills and conversation in order to facilitate a quick transition to life in Macerata and to gain better access into the Italian culture. (Study Abroad - Macerata)

KIN201 Introduction to Physical Education*credits: 3*

Students explore the history, principles, scientific foundations, philosophy, and scope of Physical Education.

KIN230 Physical Activities*credits: 1*

The focus of this group of activities is the development of fitness habits for the individual. Activities include: jogging, aerobic exercises, swimming, weight training, and physical conditioning.

KIN233 Sports Health*credits: 3*

This course is designed to give knowledge and skills in the treatment of common activity-related injuries. Basis principles of first aid and athletic training are learned.

KIN235 Motor Learning & Development*credits: 3*

This course is designed to give knowledge about motor learning and development. Students experience how movements are learned and how the capacity for movement changes over the life-span.

KIN240 Team Activities*credits: 1*

This group focuses on some popular team sports, as well as some that are not well known. Activities include: volleyball, Concordia ball, basketball, korfbal, softball.

KIN250 Individual Activities *credits: 1*

This class provides instruction in a variety of lifetime sports. Activities featured are badminton, golf, bowling, tennis and racquetball. Special course fee.

KIN251 Individual Activities: Golf *credits: 1*

This class focuses on teaching the basic golf swing including the specifics of irons, fairway woods, and the driver. Specific skills like chipping, pitching, and putting are also taught. Basic U.S.G.A (United States Golf Association) rules and regulations will be covered. Fun, good sportsmanship and diversity within the sport will also be emphasized. Special course fee.

KIN252 Individual Activities: Tai Ji I *credits: 1*

Students will learn the history and development of Tai Ji principles. Students will use Tai Ji principles and movement to improve awareness, strength, balance, and agility for a more active lifestyle.

KIN253 Individual Activities: Tai Ji II *credits: 1*

A continuation of KIN252 (Tai Ji I). Students will learn the history and development of Tai Ji principles. Students will use Tai Ji principles and movement to improve awareness, strength, balance, and agility for a more active lifestyle. *PREREQUISITES: KIN252*

KIN257 LLP *credits: 0*

The student has the opportunity to earn credit by writing a college-level paper reflecting learning in this subject through experience, reflection, concept formation, and application of those concepts to new situations. The paper is evaluated by a Concordia faculty member.

KIN258 PST *credits: 0*

The student petitions to gain academic credit through verification of completed college-level training (seminars, workshops, licenses, apprenticeships, etc.) conducted in a non-collegiate setting. The petition is evaluated by a Concordia faculty member.

KIN260 Recreational Activities *credits: 1*

Students gain exposure to recreational activities which focus on the productive use of leisure time.

KIN295 Independent Study in Kinesiology *credits: 1*

Sophomore level independent study.

KIN315 Fitness Trainers *credits: 2*

This course is designed to give knowledge of the basic skills of fitness training. This class involves learning about how to implement a proper fitness program to the individual and group.

KIN323 Adapted Physical Education *credits: 2*

Physical education activities modified to the needs, limitations and interests of the mentally and/or physically challenged individual.

KIN324 Sports in American Society *credits: 2*

Students survey and discuss the various branches of sports, both amateur and professional, as they are played in the United States. A critical analysis of the sports scene.

KIN334 Biomechanics *credits: 3*

Students examine the role of the skeletal, muscular, and nervous systems in human movement. Basic mechanical principles underlying and effecting efficient human movement are examined. *PREREQUISITES: BIO331*

KIN335 Physiology of Exercise *credits: 3*

Students investigate the application of physiological principles to the study of human performance related to sports and leisure activities. *PREREQUISITES: BIO331*

- KIN350 Coaching Methods** *credits: 3*
This course presents the theories of coaching and strategies of team sports.
- KIN395 Independent Study in Kinesiology** *credits: 1*
Junior level independent study.
- KIN400 Tests & Measurements in Physical Educ** *credits: 2*
The history, theory, and principles of testing in a physical education program are presented. Predictive and inferential aspects of statistics.
- KIN401 Teaching Rhythms & Dance** *credits: 2*
This course focuses on the methods and techniques of instruction in rhythmic and dance activities.
- KIN402 Theory & Practice of Individual Sports** *credits: 2*
This course focuses on instructional strategies and techniques. Traditional individual sports and games of American culture will be taught as will those of other cultures and countries.
- KIN405 Theory & Practice of Team Sports/Games** *credits: 2*
This course focuses on instructional strategies and techniques. Traditional games of American culture will be taught, as will the sports of Native Americans and other cultures and countries.
- KIN410 Health Education** *credits: 3*
Major contemporary health issues, methods of instruction, and curriculum design and planning are discussed.
- KIN483 Senior Project** *credits: 1*
Students combine research and practical implementation of theories and concepts to develop an individual project.
- KIN490 Physical Education Internship** *credits: 1*
Physical education internship.
- KIN495 Independent Study in Kinesiology** *credits: 1*
Senior level independent study.
- LAN282 Language, Communication & Culture** *credits: 3*
Examines the forms and functions of oral and written communication. Emphasis is placed on the role culture plays in human communication processes, especially in interpersonal relationships and the mass media.
- LAN435 Literature for Young Adults** *credits: 3*
Students receive a general survey of the wide body of literature which is available for use with adolescents, as well as criteria for evaluation and presentation of a variety of techniques for teaching such literature. Formerly EDU435 prior to the 2006-2007 school year.
- LAN437 Children's Literature** *credits: 3*
Provides a general survey of the wide body of literature that is available to use with children, as well as criteria for evaluation and presentation of a variety of techniques for teaching such literature. Formerly EDU437 prior to the 2006-2007 school year.
- LAN483 Mth Lang Arts Refl Assess/Senior Project** *credits: 1*
Focuses on reflective assessment of content, pedagogy, and materials used to teach language arts at the elementary level, including student goal setting and curricular differentiation.
PREREQUISITES: EDU340 and EDU341 and LAN362
- LAT101 Elementary Latin I** *credits: 3*
This course introduces the rudimentary elements of Latin grammar, syntax, vocabulary, pronunciation, and translation. Students also receive an introduction into the technical discourse of grammatical analysis. An additional hour of laboratory work is required weekly.

- LAT102 Elementary Latin II** *credits: 3*
Continuation of LAT101. As with LAT101, an additional hour of laboratory work is required weekly. *PREREQUISITES: LAT101*
- LAT295 Independent Study in Latin** *credits: 1*
Sophomore level independent study.
- LAT395 Independent Study in Latin** *credits: 1*
Junior level independent study.
- LAT495 Independent Study in Latin** *credits: 1*
Senior level independent study.
- MAT101 Beginning Algebra** *credits: 3*
Students learn fundamental concepts involving sets, whole numbers, integers, rational numbers and irrational numbers. Using basic operations to solve problems. Especially designed for students who lack basic algebra skill or a student who desires an overview on algebra before attempting college algebra.
- MAT105 Intro to Statistics** *credits: 3*
Introduces students to descriptive statistics, frequency distributions, graphic displays, and measures of central tendency and variation. The course also provides students with experience in sampling, confidence intervals, and preliminary inferential statistics test methods. (ADP) *PREREQUISITES: MAT101*
- MAT106 Basic Statistics** *credits: 2*
Examines basic descriptive and inferential statistics, including tables, graphs, measures of central tendency and variation, and the use of sample statistics in estimation and hypothesis testing to draw conclusions about a population. *PREREQUISITES: MAT101*
- MAT110 Mathematics for Teachers** *credits: 3*
Students are exposed to hands-on discovery learning methods in mathematics. Topics appropriate for the elementary classrooms are presented using manipulatives and computer activities. *PREREQUISITES: MAT101*
- MAT111 College Algebra** *credits: 3*
This course covers the real number system, exponents and radicals, polynomial equations, simultaneous equations, introduction to matrices, inequalities, polynomial, rational, exponential and logarithmic functions and their graphs. *PREREQUISITES: MAT101*
- MAT112 Trigonometry** *credits: 2*
Topics studied in this course include trigonometric functions, identities, transcendental and inverse trigonometric functions, and trigonometric equations. *PREREQUISITES: MAT101*
- MAT221 Calculus I & Analytic Geometry** *credits: 4*
Plane analytic geometry, functions, introduction to limits and continuity, the derivative, curve sketching using derivatives, applications of the derivative, definite integration, fundamental theorem of calculus, vectors, and conic sections. *PREREQUISITES: MAT111 and MAT112*
- MAT222 Calculus II & Analytic Geometry** *credits: 4*
Integration of differentiation of trigonometric, exponential, logarithmic and hyperbolic functions, derivatives of parametric polar equations, general methods of indefinite integration, applications of the definite integral to volume, centroids and moments, and indeterminate forms. *PREREQUISITES: MAT221 or MAT221*
- MAT231 Linear Algebra** *credits: 3*
The application and theory of linear algebraic structures, linear transformations, matrices, vectors and vector spaces, echelon systems, and canonical forms. *PREREQUISITES: MAT221 or MAT221*

- MAT257 LLP** *credits: 0*
The student has the opportunity to earn credit by writing a college-level paper reflecting learning in this subject through experience, reflection, concept formation, and application of those concepts to new situations. The paper is evaluated by a Concordia faculty member.
- MAT258 PST** *credits: 0*
The student petitions to gain academic credit through verification of completed college-level training (seminars, workshops, licenses, apprenticeships, etc.) conducted in a non-collegiate setting. The petition is evaluated by a Concordia faculty member.
- MAT261 Elementary Statistics** *credits: 3*
Descriptive and inferential statistics. Problems of parametric and non-parametric statistics developed from live data. Basic course for students of psychology and business.
PREREQUISITES: MAT101
- MAT295 Independent Study in Mathematics** *credits: 1*
Sophomore level independent study.
- MAT323 Calculus III & Analytic Geometry** *credits: 4*
Epsilon - Delta' definitions, indeterminate forms, infinite series, solid analytic geometry, partial derivatives, multiple integrals, vector fields, line and surface integrals, Green's Theorem and Stokes' Theorem. *PREREQUISITES: MAT222*
- MAT341 Differential Equations** *credits: 3*
This course covers ordinary differential equations, higher order linear equations, systems of first order equations, series and numerical solutions with applications. *PREREQUISITES: MAT222 or MAT323*
- MAT351 Modern Algebra** *credits: 3*
This course is an introduction to the theory and concepts of modern algebra as well as to their role in unifying other mathematical notation and their application in such areas as groups, rings, field, Boolean Algebras. *PREREQUISITES: MAT222*
- MAT371 Modern Geometry** *credits: 3*
A survey of Euclidean geometry and several non-Euclidean geometries including finite, projective and hyperbolic. *PREREQUISITES: MAT222*
- MAT395 Independent Study in Mathematics** *credits: 1*
Junior level independent study.
- MAT461 Probability and Statistics** *credits: 3*
Basic concepts of probability; moments, moment generating function, expectation, variance, covariance, distribution functions and their application to statistical tests of hypotheses; bivariate, marginal and conditional distributions; treatment of experimental data. Development of formulas and methods are emphasized but there will be applications to problems in science and/or social science. *PREREQUISITES: MAT323*
- MAT483 Senior Project** *credits: 1*
Students combine research and practical implementation of theories and concepts to develop an individual project.
- MAT495 Independent Study in Mathematics** *credits: 1*
Senior level independent study.
- MS101 Introduction to Officership** *credits: 1*
Develops an understanding of the U.S. Army. Introduces the critical military leadership skills used by the officer corps of the Army. Topics include: customs and traditions of the service, organization of the Army, and the officer corps' role in the service of the country. Students have the opportunity to participate in various military skills training such as rifle

marksmanship, rappelling, land navigation, orienteering, briefing techniques and physical fitness classes. There is no obligation to the military associated with this class.

MS102 Introduction to Leadership

credits: 1

Learn/apply principles of effective leading. Reinforce self-confidence through participation in physically and mentally challenging exercises with upper division ROTC students. Develop communication skills to improve individual performance and group interaction. Relate organizational ethical values to the effectiveness of a leader. One hour and a required leadership lab plus participation in a one hour session for physical fitness. Participation in a weekend exercise is optional, but highly encouraged.

MS201 Military Leadership

credits: 1

The focus of this course is to develop the students' basic understanding of military leadership. The course focuses on current military leadership theory and its organizational application. It includes discussions of leadership styles, principles of leadership, human behavior, principles of motivation, ethics, counseling, communications and the military problem solving process. It also incorporates leadership assessment training and discussions of how leadership influences the achievement of organizational goals.

MS202 History of the Military Art

credits: 1

History of the Military Art examines contemporary U.S. Army operational doctrine by explaining the fundamental principles of war that comprise the permanent elements of military science and strategy. The importance of these principles is illustrated through a detailed study of certain historical campaigns and their relation to current operations. Students are expected to contribute to classroom discussions and master the significant details of major campaigns.

MS301 Leading Small Organizations I

credits: 2

Series of practical opportunities to lead small groups, receive personal assessments and encouragement, and lead again in situations of increasing complexity. Uses small unit tactics and opportunities to plan and conduct training for lower division students both to develop such skills and as vehicles for practicing leading. Two hours and a required leadership lab, plus required participation in three one-hour sessions for physical fitness. Participation in one weekend exercise is also required.

MS302 Leading Small Organizations II

credits: 2

Continues methodology of Military Science 301. Analyze tasks; prepare written or oral guidance for team members to accomplish tasks. Delegate tasks and supervise. Plan for and adapt to the unexpected in organizations under stress. Examine and apply lessons from leadership case studies. Examine importance of ethical decision making in setting a positive climate that enhances team performance. Two hours and a required leadership lab plus required participation in three sessions for physical fitness. Participation in one weekend exercise is required.

MS401 Leadership Challenges & Goal-Setting

credits: 2

Plan, conduct and evaluate activities of the ROTC cadet organization. Articulate goals and put plans into action to attain them. Assess organizational cohesion and develop strategies to improve it. Develop confidence in skills to lead people and manage resources. Learn/apply various Army policies and programs in this effort. Two hours and a required leadership lab, plus required participation in three sessions for physical fitness. Participation in one weekend exercise is also required.

MS402 Military Professionalism & Ethics

credits: 2

This course explores concepts of military professionalism and relates these concepts to issues in military ethics, conduct of military operations, and national security. Contemporary military leadership issues are explored. Selected professional development topics also are addressed to facilitate the transition from cadet to lieutenant. Standards of conduct governing Army per-

sonnel are presented to inform cadets of expected and proper behavior while in the service of the military. The 90 minute laboratory places the senior student in positions of leadership.

MSxxx Army ROTC

credits: 1

Army Reserve Officer Training Corp administered and conducted on the campus of the University of Michigan.

MUS111 Improvised Art Ensemble

credits: 1

Open to all performing artists; musicians, poets, visual artists, athletes, etc. An interdisciplinary approach to collective creativity and improvisation. All skill levels welcome.

MUS201 Music Theory I

credits: 3

Students examine part writing using fundamental triads and their inversion. Ear training lab required.

MUS202 Music Theory II

credits: 3

This course presents non-harmonic tones, modulation, and seventh chords in part writing. Chorale settings of the eighteenth century. Ear training lab required. *PREREQUISITES: MUS201*

MUS205 Musical Improvisation

credits: 2

Open to all musicians. All skill levels welcome. Focus on the fundamentals of musical improvisation, with emphasis on jazz improvisation. Students will learn standard jazz repertoire.

MUS215 Understanding Jazz

credits: 3

This course will explore the fundamental of jazz. Students will gain all understanding of styles, history, form, and listening skills.

MUS217 Chamber Music

credits: 2

Through the formation of small ensembles, students will learn the skills and terminology essential to the performance of chamber music. Techniques for adapting literature to suit the needs of any ensemble will also be explored. Performances of the music learned will take place inside and outside of the college community. *PREREQUISITES: MUS202*

MUS221 Conducting I

credits: 1

Students learn the essential elements of choral and instrumental conducting correlated with ear training, progressing from single line to simple four part choral and instrumental materials.

MUS222 Conducting II

credits: 1

This course provides essentials of choral and instrumental conducting correlated with ear training, progressing from single line to simple four-part choral and instrumental materials. *PREREQUISITES: MUS221*

MUS223 Functional Keyboard Skills

credits: 1

This course will enable the student to develop skills of sight reading, accompaniment and hymn playing at the keyboard.

MUS243 Instrumental Techniques: Percussion

credits: 1

Fundamental skills for playing percussion instruments. Application to development of school music programs.

MUS244 Instrumental Techniques: Strings

credits: 1

Fundamental skills for playing orchestral string instruments are taught.

MUS245 Voice Techniques

credits: 1

This course will equip future choral conductors and voice teachers with basic vocal pedagogical knowledge. The varying needs of church choirs, children's choirs, teen choirs, and adult choirs, including warm-ups and diction, will be examined.

MUS257 LLP *credits: 0*
The student has the opportunity to earn credit by writing a college-level paper reflecting learning in this subject through experience, reflection, concept formation, and application of those concepts to new situations. The paper is evaluated by a Concordia faculty member.

MUS258 PST *credits: 0*
The student petitions to gain academic credit through verification of completed college-level training (seminars, workshops, licenses, apprenticeships, etc.) conducted in a non-collegiate setting. The petition is evaluated by a Concordia faculty member.

MUS295 Independent Study in Music *credits: 1*
Sophomore level independent study.

MUS301 Music Theory III *credits: 3*
This course is a study and application of contrapuntal techniques of the sixteen through eighteenth centuries and of the tonal resources of the nineteenth century. Emphasis on analysis and composition. *PREREQUISITES: MUS202*

MUS302 Music Theory IV *credits: 3*
This course provides study and application of the tonal, rhythmic and formal resources of the twentieth century. Emphasis on analysis and composition. *PREREQUISITES: MUS301*

MUS310 Experiencing Music *credits: 3*
This course will treat the creation, purposes, and meanings of music, its role in the lives of individuals and communities, and its character as knowledge, perception, expression, and pleasure.

MUS321 Conducting III *credits: 1*
Advanced choral and instrumental conducting correlated with ear training. Advanced literature for voices and instruments. *PREREQUISITES: MUS222*

MUS322 Conducting IV *credits: 1*
Students study and demonstrate advanced instrumental conducting techniques correlated with ear training. *PREREQUISITES: MUS321*

MUS325 Hymnody & Liturgies of the Chr Church *credits: 3*
The purpose of this course is to enable the student to understand the history and present day application of hymnody and Liturgy as embodied in Christian worship.

MUS331 History of Music I (w) *credits: 3*
The development of music from antiquity to about 1750. Emphasis upon the theoretical and aesthetic foundations of Western music during this time.
PREREQUISITES: MUS202 and ENG101

MUS332 History of Music II (w) *credits: 3*
The development of music from 1750 to the present. Emphasis upon the monuments of music and the compositional procedures exhibited in the musical genera of this time.
PREREQUISITES: MUS202 and ENG101

MUS333 Ethnomusicology *credits: 2*
An introduction to the Music of the World's People. This course is an introduction to World Music and will enable the student to experience and understand the meanings of music in the lives of diverse human communities.

MUS337 Lutheran Worship *credits: 1*
The nature and purpose of worship in the Lutheran service including the developmental study of hymns and liturgy.

MUS341 Instrumental Techniques: Brass*credits: 2*

Students gain fundamental skills for playing brass instruments. Application to development of school instrumental programs.

MUS342 Instrumental Techniques: Woodwinds*credits: 2*

Fundamental knowledge and skills for playing and teaching woodwind instruments. Application to development of school instrumental programs.

MUS345 Hymn Adaptations I*credits: 2*

Students will explore and compose various hymn accompaniment formats through understanding and adapting jazz influenced musical styles. These hymn accompaniment adaptations will be useful in a variety of worship settings.

MUS346 Hymn Adaptations II*credits: 2*

Students will explore and compose various hymn accompaniment formats and scored liturgy through further understanding and adapting jazz influenced musical styles (e.g. Bossa Nova, Samba, Reggae). Development of arranging skills for "contemporary" church music ensembles will be explored. *PREREQUISITES: MUS339 or MUS345*

MUS347 Hymn Adaptations III*credits: 2*

Students will explore and compose various hymn accompaniment formats through further understanding and adapting jazz influenced musical styles. Development of arranging skills for large "contemporary" ensembles using learned musical styles from Hymn Adaptations I and II will be explored. *PREREQUISITES: MUS346*

MUS351 Introduction to MIDI Technology*credits: 2*

This course will introduce the student to MIDI (Musician Instrument Digital Interface) technology for basic sequencing, recording, and score production. These techniques will be applied in the production of original compositions and arrangements. *PREREQUISITES: MUS202*

MUS395 Independent Study in Music*credits: 1*

Junior level independent study.

MUS425 Seminar in Church Music I*credits: 3*

This course offers an in-depth study of the leadership role the parish musician plays in Christian worship. Special emphasis will be placed on the ministry of the parish musician, philosophy of music in worship, and staff relationships. *PREREQUISITES: MUS325*

MUS426 Seminar in Church Music II*credits: 3*

Students explore the leadership and ministry roles the parish musician plays through contemporary, jazz influenced musical styles used in Christian worship. *PREREQUISITES: MUS425*

MUS446 Service Playing & Literature*credits: 2*

Examination and evaluation of materials useful for service playing and choir accompaniment; development of requisite technique through practical application.

MUS483 Recital Repertoire*credits: 2*

A concentrated semester of study in a principal instrument or voice culminating in the senior recital.

MUS495 Independent Study in Music*credits: 1*

Senior level independent study.

NAT281A Investigate Energy, Temperature & Heat*credits: 3*

This course serves as a vehicle for development of skills necessary in scientific inquiry and reasoning with an emphasis on physics.

NAT281B Chemistry in Context

credits: 3

This course serves as a vehicle for development of skills necessary in scientific inquiry and reasoning with an emphasis on chemistry.

NAT281C Investigation of a Changing Earth

credits: 3

This course serves as a vehicle for development of skills necessary in scientific inquiry and reasoning with an emphasis on earth science.

NAT282 Biology & Whole Person

credits: 3

A theoretical and practical study of human wellness and fitness with special reference to human anatomy and physiology and human behavior as it contributes to optimum physical, mental, and spiritual well-being.

OCM484 Senior Project I

credits: 2

Students combine research and practical implementation of theories and concepts to solve a work-based problem that demonstrates their successful integration and application of knowledge, and results in a major written and oral report. Students complete part one of the seven chapter senior project. (ADP)

OCM485 Senior Project II

credits: 3

Students combine research and practical implementation of theories and concepts to solve a work-based problem that demonstrates their successful integration and application of knowledge, and results in a major written and oral report. Students complete part two of the seven chapter senior project. (ADP)

OLA503 Theories of Leadership

credits: 3

Provides an overview of modern leadership theories as they developed over the past half a century, Trait Theory, Contingency Theory, Cognitive Theories, Transactional and Transformational Theories, Culture and Gender Theories, and more recently developed Integrative Theories.

OLA509 Team Building/Leading Change in Organiz

credits: 3

Equips team leaders with the tools to create and maximize participation, collaboration, and effectiveness in order to build team identity, commitment, and trust.

OLA515 Organizational Communication/Negotiation

credits: 3

Focuses on theories of organizational communication and current issues in ethical, interpersonal, cross cultural and competitive communication situations.

OLA521 Select & Implement Information Systems

credits: 3

Explores how organizations select and use information systems to meet challenges and opportunities in various environments. Overall design features, implementation strategies, and management issues are addressed.

OLA535 Strategic Human Resources Management

credits: 3

Students will learn to think strategically and conceptually about managing an organization's human assets. The focus is on what the HR function can offer the organization, its leaders, and employees.

OLA542 Ethical Dimensions of Leadership

credits: 3

Prepares students to understand and apply what is required to strengthen Christian ethics in organizational cultures.

OLA555 Financial Analysis for Administrators

credits: 3

Introduces information and tools essential to understanding corporate financial management.

OLA563 Leadersh in International Organizations

credits: 3

Examines the cross-cultural complexities, challenges, and opportunities of leadership at the national and international levels.

- OLA570 Leadership Competencies Practicum** *credits: 3*
Students complete various leadership measures to assess their leadership style, and with the assistance of an OLA professor, formulate a personalized plan to develop their practical leadership skills over several months.
- OLA584 Research** *credits: 3*
Concentrates on defining a research problem and preparing a prospectus. Students will learn how to focus a topic and submit a prospectus including a time line.
- OLA585 Oral Defense of Research** *credits: 3*
Internship - Students will serve as an intern in a place that provides leadership learning. Students and mentors will devise pragmatic application in a workplace. Students will work with an advisor and committee, if necessary.
Literature Review - Students write an extended literature review on some aspect (often identified as a problem) of organizational leadership and administration. Possible areas include communication, ethics, and leadership. Students will work with an advisor.
Thesis - Students write a research thesis on some aspect (often identified as a problem) of organizational leadership and administration. Possible areas include administration, communication, and leadership.
PREREQUISITES: OLA584 or OLA584
- ORG201 Organ Lessons** *credits: 1*
Organ lessons.
- ORG301 Organ Lessons** *credits: 1*
Beginning level organ lessons
- ORG302 Organ Lessons** *credits: 1*
Beginning level organ lessons.
- ORG303 Organ Lessons** *credits: 1*
Beginning level organ lessons
- ORG304 Organ Lessons** *credits: 1*
Beginning level organ lessons.
- ORG305 Organ Lessons** *credits: 1*
Beginning level organ lessons
- ORG306 Organ Lessons** *credits: 1*
Beginning level organ lessons
- ORG311 Organ Lessons** *credits: 1*
Intermediate level organ lessons.
- ORG312 Organ Lessons** *credits: 1*
Intermediate level organ lessons.
- ORG313 Organ Lessons** *credits: 1*
Intermediate level organ lessons
- ORG401 Organ Lessons** *credits: 1*
High-intermediate level organ lessons.
- ORG402 Organ Lessons** *credits: 1*
High-intermediate level organ lessons.
- ORG403 Organ Lessons** *credits: 1*
High-intermediate level organ lessons.
- ORG404 Organ Lessons** *credits: 1*
High-intermediate level organ lessons.

ORG405 Organ Lessons High-intermediate level organ lessons.	<i>credits: 1</i>
ORG411 Organ Lessons Advanced level organ lessons	<i>credits: 1</i>
ORG412 Organ Lessons Advanced level organ lessons	<i>credits: 1</i>
ORG413 Organ Lessons Advanced level organ lessons	<i>credits: 1</i>
ORG414 Organ Lessons Advanced level organ lessons	<i>credits: 1</i>
ORG415 Organ Lessons Advanced level organ lessons.	<i>credits: 1</i>
ORG416 Organ Lessons Advanced level organ lessons	<i>credits: 1</i>
ORG417 Organ Lessons Advanced level organ lessons	<i>credits: 1</i>
ORG418 Organ Lessons Advanced level organ lessons	<i>credits: 1</i>
ORGxxx Organ Lessons This course number is a placeholder for music lessons until the appropriate skill level can be assigned.	<i>credits: 1</i>
PER201 Introductory Percussion Lessons An introductory level of percussion instruction. Students learn concert percussion techniques in the form of scales, arpeggios, introductory level etudes and repertoire.	<i>credits: 1</i>
PER202 Percussion Lessons An introductory level of percussion instruction. Students learn concert percussion techniques in the form of scales, arpeggios, introductory level etudes and repertoire.	<i>credits: 1</i>
PER203 Percussion Lessons An introductory level of percussion instruction. Students learn concert percussion techniques in the form of scales, arpeggios, introductory level etudes and repertoire.	<i>credits: 1</i>
PER204 Percussion Lessons An introductory level of percussion instruction. Students learn concert percussion techniques in the form of scales, arpeggios, introductory level etudes and repertoire.	<i>credits: 1</i>
PER301 Percussion Lessons Basic level of percussion instruction. Students learn concert percussion techniques in the form of scales, arpeggios, basic level etudes and repertoire.	<i>credits: 1</i>
PER302 Percussion Lessons Basic level of percussion instruction. Students learn concert percussion techniques in the form of scales, arpeggios, basic level etudes and repertoire.	<i>credits: 1</i>
PER303 Percussion Lessons Basic level of percussion instruction. Students learn concert percussion techniques in the form of scales, arpeggios, basic level etudes and repertoire.	<i>credits: 1</i>
PER304 Percussion Lessons Basic level of percussion instruction. Students learn concert percussion techniques in the form of scales, arpeggios, basic level etudes and repertoire.	<i>credits: 1</i>

- PER401 Percussion Lessons** *credits: 1*
An intermediate level of percussion instruction. Students learn concert percussion techniques in the form of scales, arpeggios, intermediate level etudes and repertoire.
- PER402 Percussion Lessons** *credits: 1*
An intermediate level of percussion instruction. Students learn concert percussion techniques in the form of scales, arpeggios, intermediate level etudes and repertoire.
- PER411 Percussion Lessons** *credits: 1*
An advanced level of percussion instruction. Students learn concert percussion techniques in the form of scales, arpeggios, advanced level etudes and repertoire.
- PER412 Percussion Lessons** *credits: 1*
An advanced level of percussion instruction. Students learn concert percussion techniques in the form of scales, arpeggios, advanced level etudes and repertoire.
- PERxxx Percussion Lessons** *credits: 1*
This course number is a placeholder for music lessons until the appropriate skill level can be assigned.
- PHI136 Apologetics** *credits: 3*
Outlines the intellectual defense of Christianity. Included are God, Christ, the Bible, cosmology, and Christianity's historical effects.
- PHI211 World Views** *credits: 3*
Covers the differences in the beliefs and values of the dominant world views of today, including their impacts and implications.
- PHI212 Bioethics** *credits: 3*
Covers the important issues in bioethics - euthanasia, abortion, cloning, stem cell research, etc. Students will learn the issues and the rival theories.
- PHI257 LLP** *credits: 0*
The student has the opportunity to earn credit by writing a college-level paper reflecting learning in this subject through experience, reflection, concept formation, and application of those concepts to new situations. The paper is evaluated by a Concordia faculty member.
- PHI258 PST** *credits: 0*
The student petitions to gain academic credit through verification of completed college-level training (seminars, workshops, licenses, apprenticeships, etc.) conducted in a non-collegiate setting. The petition is evaluated by a Concordia faculty member.
- PHI295 Independent Study in Philosophy** *credits: 1*
Sophomore level independent study.
- PHI310 Issues in Ethics** *credits: 1*
Issues in Ethics is designed to address compelling ethical issues of the moment in a one day format. The course will frame questions about these issues and enable the student to formulate morally consistent responses.
- PHI321 History/Problems of Western Philosophy** *credits: 3*
Students will examine the history and development of Western philosophy from ancient Greece to the present. In addition to a chronological overview of the development of Western thought, students concentrate on the leading intellectual issues, question, and thinkers that have shaped the Western world.
- PHI322 Issues in Western Philosophy** *credits: 3*
An introduction to selected central issues and problems in Western philosophy. Students analyze and discuss these key issues based on the reading of primary sources.

- PHI331 Philosophy of Religion (w)** *credits: 3*
Problems of religious thought with particular reference to the questions of religious language and validation. *PREREQUISITES: ENG101*
- PHI355 Argument Analysis** *credits: 3*
Students in this course will learn to use the tools and methods of classical logic and rhetoric to recognize, analyze, and construct the types of arguments encountered in the contemporary world.
- PHI395 Independent Study in Philosophy** *credits: 1*
Junior level independent study.
- PHI483 Senior Project** *credits: 1*
Students combine research and practical implementation of theories and concepts to develop an individual project.
- PHI495 Independent Study in Philosophy** *credits: 1*
Senior level independent study.
- PHY211 Physics I** *credits: 4*
This course covers forces, vectors, acceleration, gravitation, work, power, circular motion, fluids, vibrating bodies, wave motion, temperature, thermal expansion, heat transfers, and thermodynamics. *PREREQUISITES: NAT281A or NAT281A*
- PHY212 Physics II** *credits: 4*
Students explore reflection, refraction, optical instruments, spectra, diffraction, polarization, electrical circuits, currents, energy and power, magnetism, and induction.
PREREQUISITES: PHY211
- PHY223 Mechanics, Sound, & Heat** *credits: 5*
A first, calculus-based course for physical science and engineering students. Topics include kinematics, Newton's laws of motion, work and energy, momentum, rotation, oscillations, waves, and sound. *PREREQUISITES: MAT221 and NAT281A or NAT281A*
- PHY224 Electricity, Magnetism, & Light** *credits: 5*
A continuation of PHY223 for physical science and engineering students. Topics include static and current electricity, magnetism, induction, and geometric and physical optics.
PREREQUISITES: PHY223 and MAT222
- PHY257 LLP** *credits: 0*
The student has the opportunity to earn credit by writing a college-level paper reflecting learning in this subject through experience, reflection, concept formation, and application of those concepts to new situations. The paper is evaluated by a Concordia faculty member.
- PHY258 PST** *credits: 0*
The student petitions to gain academic credit through verification of completed college-level training (seminars, workshops, licenses, apprenticeships, etc.) conducted in a non-collegiate setting. The petition is evaluated by a Concordia faculty member.
- PIA201 Beginning Piano I** *credits: 1*
Discovery of music fundamentals (e.g., musical notation, key signatures, chords, musical symbols and terminology, major and minor mode, scales, arpeggios), beginning improvisation, harmonizing melodies, and repertory pieces.
- PIA203 Beginning Piano II** *credits: 1*
Continuation of PIA201. Provides a development of keyboard application skills.
PREREQUISITES: PIA201
- PIA301 Piano Lessons** *credits: 1*
A low intermediate level of piano. Students learn technique in the form of scales and arpeggios, intermediate repertoire and begin the study of hymn playing.

PIA302 Piano Lessons Low intermediate piano lessons.	<i>credits: 1</i>
PIA303 Piano Lessons Low intermediate piano lessons.	<i>credits: 1</i>
PIA304 Piano Lessons Low intermediate piano lessons.	<i>credits: 1</i>
PIA305 Piano Lessons Low intermediate level of piano.	<i>credits: 1</i>
PIA306 Piano Lessons Low intermediate level of piano.	<i>credits: 1</i>
PIA401 Piano Lessons An upper intermediate level of piano. A continuation of the study of technique, intermediate repertoire and hymns at a high intermediate level.	<i>credits: 1</i>
PIA402 Piano Lessons High intermediate piano lessons	<i>credits: 1</i>
PIA403 Piano Lessons High intermediate piano lessons.	<i>credits: 1</i>
PIA404 Piano Lessons High intermediate piano lessons.	<i>credits: 1</i>
PIA405 Piano Lessons High intermediate piano lessons.	<i>credits: 1</i>
PIA406 Piano Lessons High intermediate piano lessons	<i>credits: 1</i>
PIA407 Piano Lessons High intermediate piano lessons	<i>credits: 1</i>
PIA408 Piano Lessons High intermediate piano lessons	<i>credits: 1</i>
PIA409 Piano Lessons High intermediate piano lessons	<i>credits: 1</i>
PIA411 Piano Lessons An advanced level of piano.	<i>credits: 1</i>
PIA412 Piano Lessons Advanced piano lessons	<i>credits: 1</i>
PIA413 Piano Lessons Advanced piano lessons.	<i>credits: 1</i>
PIA414 Piano Lessons Advanced piano lessons	<i>credits: 1</i>
PIA415 Piano Lessons Advanced piano lessons	<i>credits: 1</i>
PIA416 Piano Lessons Advanced piano lessons	<i>credits: 1</i>
PIA417 Piano Lessons Advanced piano lessons	<i>credits: 1</i>

PIA418 Piano Lessons Advanced piano lessons	<i>credits: 1</i>
PIA419 Piano Lessons Advanced piano lessons	<i>credits: 1</i>
PIA420 Piano Lessons Advanced piano lessons	<i>credits: 1</i>
PIAxxx Piano Lessons This course number is a placeholder for music lessons until the appropriate skill level can be assigned.	<i>credits: 1</i>
POS101 American Government This course focuses on the political theory, structures, and functions of the American political system.	<i>credits: 3</i>
POS257 LLP The student has the opportunity to earn credit by writing a college-level paper reflecting learning in this subject through experience, reflection, concept formation, and application of those concepts to new situations. The paper is evaluated by a Concordia faculty member.	<i>credits: 0</i>
POS258 PST The student petitions to gain academic credit through verification of completed college-level training (seminars, workshops, licenses, apprenticeships, etc.) conducted in a non-collegiate setting. The petition is evaluated by a Concordia faculty member.	<i>credits: 0</i>
POS295 Independent Study in Political Science Sophomore level independent study.	<i>credits: 1</i>
POS311 Urban Government Students explore the development of urban government, urban systems, reorganization, reform, community power, policy issues. <i>PREREQUISITES: POS101</i>	<i>credits: 3</i>
POS321 Comparative Political Systems This course is a study of modern political thought and organization in selected nation-states. <i>PREREQUISITES: POS101</i>	<i>credits: 3</i>
POS361 Civil Rights & Civil Liberties Increases understanding of rights within the context of politics and of the basic structure and operation of the American constitutional approach to rights and liberties. <i>PREREQUISITES: POS101</i>	<i>credits: 3</i>
POS395 Independent Study in Political Science Junior level independent study.	<i>credits: 1</i>
POS483 Senior Project Students combine research and practical implementation of theories and concepts to develop an individual project.	<i>credits: 1</i>
POS490 Political Science Internship Supervised work with a local business, church or agency.	<i>credits: 1</i>
POS495 Independent Study in Political Science Senior level independent study.	<i>credits: 1</i>
PSA204 Introduction to Public Administration Gives a comprehensive overview of the administrative and management responsibilities in the field of public safety and examines the complexities of public administration. Topics include the historical development and current practice of public organizations, leadership, decision-making, and problem solving. (ADP)	<i>credits: 3</i>

PSA401 Financial Management & Budgeting*credits: 3*

Examines the basic concepts and practices of budgeting and financial management in public service agencies, including the analytical and operational skills. Emphasis is on the administration of a budget as a tool for planning, cost control and analysis, and financial reporting. (ADP)

PSA421 Theories of Public Administration*credits: 3*

This course explores contemporary theory and practice in public safety leadership. Focus is on application of theoretical concepts to actual administrative/leadership situations through discussions of case studies of national, state and local government agencies. (ADP)

PSA445 Strategic Management Planning*credits: 3*

Examines both the theory and the application of strategic management tasks for public safety administrators. Emphasis includes environmental scanning, transforming strategic plans into policies and programs, management tactics, and assessing organizational performance and outcomes. (ADP)

PSA484 Senior Project I*credits: 2*

Combines research and practical implementation of theories and concepts to solve a work-based problem that demonstrates their successful integration and application of knowledge, and results in a major written and oral report. Students complete part one of the seven chapter senior project. (ADP)

PSA485 Senior Project II*credits: 3*

Combines research and practical implementation of theories and concepts to solve a work-based problem that demonstrates their successful integration and application of knowledge, and results in a major written and oral report. Students complete part two of the seven chapter senior project. (ADP)

PSY101 General Psychology*credits: 3*

A basic introduction to the major concepts of psychology, such as developmental processes, learning, memory, motivation, perception, states of consciousness, biological processes, social processes, stress, abnormal behavior, and therapeutic approaches.

PSY211 Child Psychology*credits: 3*

Students make a critical examination of theories, methods, and findings on human growth and development during childhood. Includes physical, cognitive, emotional, moral, and social development. *PREREQUISITES: PSY101 or EDU220*

PSY212 Adolescent Psychology*credits: 3*

This course presents critical examination of theories, methods, and findings on human growth and development during adolescence. Includes physical, cognitive, emotional, moral and social development. *PREREQUISITES: PSY101 or EDU220*

PSY214 Psychology of the School Aged Child*credits: 4*

Students make a critical examination of theories, methods, and findings on human growth and development during childhood and adolescence. Includes physical, cognitive, moral, and social development of children aged 5-18. *PREREQUISITES: PSY101 or EDU220*

PSY257 LLP*credits: 0*

The student has the opportunity to earn credit by writing a college-level paper reflecting learning in this subject through experience, reflection, concept formation, and application of those concepts to new situations. The paper is evaluated by a Concordia faculty member.

PSY258 PST*credits: 0*

The student petitions to gain academic credit through verification of completed college-level training (seminars, workshops, licenses, apprenticeships, etc.) conducted in a non-collegiate setting. The petition is evaluated by a Concordia faculty member.

- PSY290 Field Experience I** *credits: 0*
The student is expected to spend at least 20 hours helping one or more persons by applying relevant psychological principles. Off-Campus Ministries, tutoring someone with special needs, working at a camp, or visiting a confined person are possibilities.
- PSY295 Independent Study in Psychology** *credits: 1*
Sophomore level independent study.
- PSY315 Topics in Psychopathology** *credits: 1*
A series of one credit courses examining the psychopathology of mental illnesses.
- PSY332 Psychological Testing & Measurement (w)** *credits: 3*
Students examine the uses, development, and evaluation of psychological tests of achievement, aptitude, interests, intelligence, and personality characteristics. Includes relevant legal and ethical issues. *PREREQUISITES: PSY101 and ENG101 or ENG101 and MAT261*
- PSY341 Cognitive Psychology** *credits: 3*
Students investigate the processes of perception, learning, memory and critical thinking. *PREREQUISITES: PSY101*
- PSY342 Social Psychology (w)** *credits: 3*
This course is a study of the influences of social situations on the individual's behaviors, feelings, and thoughts. *PREREQUISITES: PSY101 and ENG101*
- PSY343 Physiological Psychology** *credits: 3*
Students explore the interaction of biological and psychological processes. *PREREQUISITES: PSY101*
- PSY345 Neuroanatomy** *credits: 3*
The course will explore the anatomy of the brain and spinal cord, and will relate this information to neurological and psychological disorders. *PREREQUISITES: PSY343 or BIO331*
- PSY346 Behavioral Endocrinology** *credits: 3*
Explores the function of the endocrine system, and the role of hormones in reproduction, sleep, stress, and mood. Special attention will be given to endocrine disorders and use of hormone replacement therapies. *PREREQUISITES: PSY343 or BIO331*
- PSY361 Abnormal Psychology** *credits: 3*
This course presents psychological research and theory related to abnormal behavior, focusing on recognized forms of psychological disorders. *PREREQUISITES: PSY101*
- PSY362 Personality Psychology** *credits: 3*
A study of classical, modern, and Biblical theories of personality and relevant research studies is presented. *PREREQUISITES: PSY101*
- PSY390 Field Experience II** *credits: 0*
The student is expected to spend at least 20 hours helping one or more persons by applying relevant psychological principles. Off-Campus Ministries, tutoring someone with special needs, working at a camp, or visiting a confined person are possibilities. The setting for PSY390 must differ significantly from the setting for the student's PSY290 experience.
- PSY395 Independent Study in Psychology** *credits: 1*
Junior level independent study.
- PSY411 Introduction to Counseling** *credits: 3*
Students examine the theories and techniques of counseling. *PREREQUISITES: PSY211 or PSY212*
- PSY421 Human Sexuality** *credits: 3*
This course presents an examination of human sexuality through developmental and socio-cultural lenses. *PREREQUISITES: PSY211 and PSY212 and SOC345*

- PSY483 Senior Project** *credits: 3*
Students combine research and practical implementation of theories and concepts to develop an individual project.
- PSY490 Psychology Internship** *credits: 1*
An active participation in a program or agency which applies psychological principles to help solve personal or societal problems.
- PSY495 Independent Study in Psychology** *credits: 1*
Senior level independent study.
- REL241 Biblical Literature I - Old Testament** *credits: 3*
This course explores Old Testament Biblical literature within its historical, cultural, and geographical settings in order to understand its message to God's people then and now. Skills of Biblical interpretation are emphasized. *PREREQUISITES: BIV131 or BIV131*
- REL242 Biblical Literature II - New Testament** *credits: 3*
The New Testament text, and the world behind it, and the principles for interpreting this religious literature are studied to determine its historical meaning and contemporary applications. *PREREQUISITES: BIV131 or BIV131*
- REL257 LLP** *credits: 0*
The student has the opportunity to earn credit by writing a college-level paper reflecting learning in this subject through experience, reflection, concept formation, and application of those concepts to new situations. The paper is evaluated by a Concordia faculty member.
- REL258 PST** *credits: 0*
The student petitions to gain academic credit through verification of completed college-level training (seminars, workshops, licenses, apprenticeships, etc.) conducted in a non-collegiate setting. The petition is evaluated by a Concordia faculty member.
- REL295 Independent Study in Religion** *credits: 1*
Sophomore level independent study.
- REL303 Foundations of Christianity** *credits: 2*
Introduces the foundations of the Christian faith and Luther's explanation of the Christian life. Particular emphasis is given to the proper distinction between Law and Gospel. (ADP)
- REL304 Studies in the New Testament** *credits: 2*
Samples New Testament literature and themes, with emphasis upon the distinction between Law and Gospel. Students demonstrate a basic ability to interpret the Scripture responsibly. (ADP)
- REL305 Faith, Values & Leadership** *credits: 2*
Integrates the dimensions of faith and the resultant values that influence behaviors, decision-making, and effectiveness of leaders. Christian beliefs and doctrines will be reviewed for their impact on leadership, followership, and service. (ADP)
- REL311 Life & Teachings of Jesus Christ** *credits: 3*
Students examine important events in Jesus' life, as well as His teachings, as presented in the canonical Gospels. Pertinent archaeological and linguistic studies which shed light on Jesus' ministry are also studied. *PREREQUISITES: REL241 and REL242*
- REL312 Life & Teachings of the Apostle Paul** *credits: 3*
The life and teachings of the Apostle Paul will be studied on the basis of Acts and Paul's writings. *PREREQUISITES: REL241 and REL242*
- REL321 History of Christian Thought** *credits: 3*
An historical survey of Christian thought, placed in the context of the Church's history, from the second century into the 20th century. The course examines the issues, events, and

personalities in the ancient, medieval, Reformation, and modern periods.

PREREQUISITES: REL241 and REL242

REL325 Religion in American Culture

credits: 3

This course examines the ideas, events, groups, movements and institutions that shape American religion. Attention is given to the belief systems, rituals, and beliefs of a number of religious communities and their interaction with American culture. The primary emphasis is an investigation of the impact of religion on American culture and American culture's influences on religion.

REL330 World Religions

credits: 3

This is a study of the major non-Christian religions, their terms, texts and religious beliefs. Points of contact or conflict with basic Christian affirmations are discussed.

PREREQUISITES: REL241 and REL242

REL332 Introduction to Christian Missions

credits: 3

An introduction to elements of the theology and practice of contemporary Christian missions. Topics introduced in the course are: biblical theology of Christian missions, issues of cultural anthropology, missions logistics awareness, and biblical descriptions of the Gospel which are useful for cross-cultural communication. *PREREQUISITES: BIV132 or REL241 or REL242*

REL354 Old Testament World

credits: 3

The history, literature, religion, and culture of ancient Mesopotamia, Anatolia, Canaan and Egypt. *PREREQUISITES: REL241 and REL242*

REL355 New Testament World

credits: 3

Examines the history, literature, and religion of ancient cultures around the New Testament era. Emphasis on Greco-Roman culture and Judaism with its various movements, including the community which produced the Dead Sea Scrolls. Examines influences on Christianity. *PREREQUISITES: REL241 and REL242*

REL360 The Fourth Gospel

credits: 4

(Study Abroad - Oak Hill)

REL395 Independent Study in Religion

credits: 1

Junior level independent study.

REL422 Life & Work of Martin Luther

credits: 3

The great 16th-century Reformer will be studied biographically in the light of the theological and cultural milieu of his time. His major works will be discussed and some of them will be read. The continuing relevance of Luther's theological emphasis will be pointed out. *PREREQUISITES: REL241 and REL242*

REL425 Life & Work of C.F.W. Walther

credits: 3

Students consider the great 19th century American Lutheran leader geographically in light of the theological and cultural milieu of this time. His major works are discussed and selections from some of them are read. The course points out the continuing relevance of Walther's theological emphases. *PREREQUISITES: REL241 and REL242*

REL428 Life & Work of St. Augustine (w)

credits: 3

This seminar examines Augustine's social, political, philosophical and religious contributions in light of the late Roman Empire. Extensive reading in primary sources. *PREREQUISITES: ENG101 and REL241 and REL242*

REL441 Christian Ethics (w)

credits: 3

Current ethical issues are researched and discussed in light of the Biblical perspectives. Comparisons are made with finds and alternatives set forth by professionals in various fields. *PREREQUISITES: ENG101*

REL444 The Christian Ethos*credits: 2*

Basic familiarity with chief ethical systems, particularly Christian ethics. From a theoretical understanding students will learn to apply Christian ethics through case studies, readings, & discussions. Seminar paper & presentation to demonstrate application of Christian ethics to particular case. (ADP)

REL445 Ethics & Leadership*credits: 2*

Develops an understanding of the values that undergird the essential elements of and the mechanisms for establishing an ethical leadership environment. (ADP)

REL483 Senior Project*credits: 1*

Students combine research and practical implementation of theories and concepts to develop an individual project.

REL495 Independent Study in Religion*credits: 1*

Senior level independent study.

RES501 Advanced Studies in the Old Testament*credits: 3*

Students explore Old Testament Biblical literature within its historical, cultural and geographical settings in order to understand its message to God's people then and now. Biblical interpretation skills are emphasized.

RES502 Advanced Studies in the New Testament*credits: 3*

This course examines the literature of the canonical New Testament in light of the world within the text (literature), the world behind the text (history), and the world in front of the text (culture of the contemporary reader). Emphasis is given to developing the art or skill of interpreting the Bible as religious literature.

RES503 Confessional Lutheran Theology*credits: 3*

An in-depth study of Christian doctrine as presented by the 16th-century Lutheran Confessions and by contemporary Missouri Synod theologians. The doctrinal units studied with an emphasis on their applicability to today's Christians are: The nature of confessional Lutheran theology; revelation and inspiration; the nature of the Triune God; creation; divine providence; saving grace; the nature, work and offices of Jesus as the Christ.

RES504 Christian Doctrine*credits: 3*

A detailed examination, on the basis of the Holy Scriptures and the Lutheran Confessions, of such doctrinal matters as: the person and work of the Holy Spirit, sanctification as the particular sphere of the Spirit's activity; the means of grace as the instruments through which the Spirit engenders and sustains personal faith, and in the process effects a redeemed community, the holy Christian church. The doctrines of Holy Scripture and church and ministry are also explored, as is the biblical teaching on the "last things" (eschatology).

RES505 Curriculum Constr for Teaching the Faith*credits: 2*

Students will examine faith development theory and the practice of curriculum construction and design for teaching faith based subjects. Curriculum construction includes building instructional objectives, mapping scope and sequence, assessment, differentiating instruction, and improvement. Instructional methods and materials for teaching the Christian faith will be explored. The course leads students to mastery in selecting materials, structuring the unit plan, the lesson plan and facilitating the learning process.

RES506 Varieties of Belief*credits: 2*

This is a survey course of the major Christian denominations and non-Christian religions of America. Students explore religious terms, texts, and belief systems. Points of contact or conflict with basic Christian affirmations will be examined.

RES507 History of Christian Thought*credits: 2*

A historical survey of Christian thought, placed in the context of the Church's history, from

the first century into the 20th century. Emphasis is placed upon the articulation and development of the doctrinal, institutional, and ethical patterns of the church in the light of the Biblical witness and contemporary social, cultural, and intellectual environments.

RES508 Seminar/Office of the Christian Teacher

credits: 2

A historical survey of Lutheran Christian School development. The relationship of the school to the parish and the teacher's role in the ministry of the parish. The organizational structure of the LCMS and the management of the doctrinal, institutional, and ethical patterns of the church. The professional ethics of the teachers in the light of the Biblical witness and contemporary social, cultural, and intellectual environments. The doctrine of the call.

SCI211 Concepts in Health & Wellness

credits: 2

Presents the scientific foundations regarding the relationship of health and disease to lifestyle choices. Specific applications for making lifestyle changes are explored. Issues addressed include nutrition, exercise, stress, weight management, and disease prevention such as cancer, cardiovascular disease, and diabetes mellitus.

SCI212 Stress Management

credits: 2

Presents the scientific foundations regarding the relationship of health and disease to stress, stressors, and stress reactivity. Specific applications for making lifestyle changes to improve stress and road blocks in the stress model are explored. Issues addressed include the relationship between stress and: nutrition, exercise, weight management, relaxation techniques, spirituality, conflict resolution, and lifestyle choices.

SCI213 Cardiovascular Health & Disease

credits: 2

Presents the scientific foundations regarding the cardiovascular system in health and disease. The relationship of heart-related behaviors and lifestyle choices to the health of the cardiovascular system are explored. Specific applications for making lifestyle changes to improve cardiovascular risk factors are identified. Issues addressed include: anatomy and physiology of the heart in health and disease, nutrition, exercise, weight management, stress management, as well as cardiac tests and procedures.

SCI214 Eating for Good Health

credits: 3

Presents the scientific foundations regarding the human digestive system in health and disease. The relationship of health-related behaviors and lifestyle choices to nutritional health are explored. Impact of poor nutritional choices on major diseases of lifestyle is discussed. Specific applications for making lifestyle changes to improve nutritional health are identified. Issues included are: essential nutrients, weight management, exercise guidelines, current nutritional guidelines, phytochemicals and antioxidants, nutrition applications for the prevention or delay of diseases of lifestyles.

SCI215 Time/Stress Management

credits: 2

A scientific course analyzing the role of stress in the disease process then breaking it down further to assess how management of time is crucial for good health and a balance of body, mind, and spirit.

SCI231 Science and Social Issues

credits: 3

Explores a variety of topics in which the practice and process of scientific research and discoveries impacts society economically, morally, or politically. Through reading, case study analysis and discussion, students will come to understand the process of science, examine particular scientific issues, and be able to make informed decisions about these issues.

SCI257 LLP

credits: 0

The student has the opportunity to earn credit by writing a college-level paper reflecting learning in this subject through experience, reflection, concept formation, and application of those concepts to new situations. The paper is evaluated by a Concordia faculty member.

- SCI258 PST** *credits: 0*
The student petitions to gain academic credit through verification of completed college-level training (seminars, workshops, licenses, apprenticeships, etc.) conducted in a non-collegiate setting. The petition is evaluated by a Concordia faculty member.
- SCI295 Independent Study in Science** *credits: 1*
Sophomore level independent study.
- SCI395 Independent Study in Science** *credits: 1*
Junior level independent study.
- SCI483 Senior Project** *credits: 1*
Students combine research and practical implementation of theories and concepts to develop an individual project.
- SCI495 Independent Study in Science** *credits: 1*
Senior level independent study.
- SOC101 Introduction to Sociology** *credits: 3*
This course provides a systematic analysis of basic sociological concepts: culture, society, socialization, social processes, social control, social institution and social change.
- SOC211 Social Problems** *credits: 3*
Some major social issues in contemporary America: crime and delinquency, addiction, racial and ethnic problems, various personal problems, and other social disorganization problems are discussed. *PREREQUISITES: SOC101*
- SOC257 LLP** *credits: 0*
The student has the opportunity to earn credit by writing a college-level paper reflecting learning in this subject through experience, reflection, concept formation, and application of those concepts to new situations. The paper is evaluated by a Concordia faculty member.
- SOC258 PST** *credits: 0*
The student petitions to gain academic credit through verification of completed college-level training (seminars, workshops, licenses, apprenticeships, etc.) conducted in a non-collegiate setting. The petition is evaluated by a Concordia faculty member.
- SOC290 Sociology Internship** *credits: 1*
Intern experience in social welfare or related institutions. May be taken to maximum of 16 credit hours.
- SOC295 Independent Study in Sociology** *credits: 1*
Sophomore level independent study.
- SOC310 Topics in Parenting** *credits: 1*
A series of one-credit courses discussing issues critical to parents and children.
- SOC321 Cultural Anthropology** *credits: 3*
Students explore the interplay of natural environment, social organization and culture. Emphasis is on the diverse ways that ethnicity emerges as various human groups adjust to locale in which they live. *PREREQUISITES: SOC101*
- SOC333 Families in Society** *credits: 3*
The purpose of this course is to provide students with an understanding of families within the ecological contexts in which they exist. Student will connect their own experiences with family to new information and perspectives in order to broaden their understanding of the role of family within society as a whole. *PREREQUISITES: SOC101*
- SOC345 Adulthood & Aging** *credits: 3*
This course focuses upon multiple disciplines in order to better understand adulthood and aging in our society. *PREREQUISITES: SOC101*

SOC353 Death & Dying*credits: 3*

This course is intended to provide opportunity for the student to be aware of the sociological, psychological, and theological aspects of death and the process of dying.

PREREQUISITES: SOC101

SOC355 American Racial & Cultural Minorities*credits: 3*

Listed under history. Students examine the ethnic dimension of American historical development.

SOC361 Criminology & Delinquency*credits: 3*

The study of the processes by which society defines crime and delinquency. Further study of the various forms of crime and delinquency which characterize the social order.

PREREQUISITES: SOC101 or INS181

SOC390 Sociology Internship*credits: 1*

Intern experience in social welfare or related institutions. May be taken to maximum of 16 credit hours.

SOC395 Independent Study in Sociology*credits: 1*

Junior level independent study.

SOC483 Senior Project*credits: 1*

Students combine research and practical implementation of theories and concepts to develop an individual project.

SOC490 Sociology Internship*credits: 1*

Intern experience in social welfare or related institutions. May be taken to maximum of 16 credit hours.

SOC495 Independent Study in Sociology*credits: 1*

Senior level independent study.

SPA101 Elementary Spanish I*credits: 3*

Introduction to Spanish vocabulary, grammar, and syntax through listening, speaking, reading and writing.

SPA102 Elementary Spanish II*credits: 3*

Continuation of the study of Spanish grammar and syntax as well as development of vocabulary, through listening, speaking, reading and writing. *PREREQUISITES: SPA101*

SPA201 Cultural & Conversational Spanish*credits: 3*

Students review grammar and syntax, practice conversation, and use selected readings in Hispanic history and culture. *PREREQUISITES: SPA102*

SPA202 Conversation & Readings in Spanish*credits: 3*

Students converse and read in Hispanic literature from various genres. *PREREQUISITES: SPA201*

SPA295 Independent Study in Spanish*credits: 1*

Sophomore level independent study.

SPA301 Spanish Grammar I*credits: 1*

A review of grammatical principles studied in SPA102 and an introduction to future and conditional tenses of the indicative. Normally taken simultaneously with SPA201 Cultural and Conversational Spanish. *PREREQUISITES: SPA102*

SPA302 Spanish Grammar II*credits: 1*

A review of grammatical principles studied in SPA301 and an introduction to the present subjunctive and its uses, the imperfect subjunctive and its uses, prepositions and certain verbs. Normally taken simultaneously with SPA202 Conversation and Readings in Spanish. *PREREQUISITES: SPA301*

SPA313 Spanish Conversation/Grammar*credits: 3*

Provides a review and expansion on more complex aspects of Spanish grammar and structure developing all four language skills. A strong emphasis is placed on increasing proficiency and skill in oral expression. In addition to grammatical exercises, discussions on topics of contemporary interest are designed to ensure the course is taught in a functional and relevant manner. (Study Abroad - Segovia)

SPA370 Spanish Art I*credits: 3*

This course examines the great periods of Spanish art with its characteristic aesthetics, great masters, and principal architectural, sculptural and pictorial works. Special attention is given to the Romanesque, Gothic, and Renaissance periods. The course ends with a monographic study of Velazquez, Goya, and Picasso. (Study Abroad - Segovia)

SPA371 Spanish Literature I*credits: 3*

The theme of this course is the search for Spain through romantic, realist, and modernist visions. The course focuses on major 19th century and early 20th century writers. (Study Abroad - Segovia)

SPA372 Spanish through the Media*credits: 3*

Through the media, such as daily newspapers, magazines, television and films, students learn about contemporary Spanish life, including family, work, politics, and national and territorial identity. Daily class debates help students develop fluency and precision in both spoken and written Spanish to become thoroughly acquainted with Spanish society. (Study Abroad - Segovia)

SPA375 Spanish Culture & Civilization*credits: 3*

This course covers, in chronological order, the periods of the history of Spain from its origins up until and including the 18th century. It analyzes the aspects of each period that have contributed to the formation of Spain as a people and as a state. It connects the history of Spain with that of the Mediterranean Sea and of Europe, offering a general overview of the evolution of the history of the ancient world. (Study Abroad - Segovia)

SPA376 Spain & the European Union*credits: 3*

This course provides an ample view of the current economic and political importance of the 15 countries (including Spain) that form part of the European Union. The institutions and governmental organisms of the EU are studied to understand the potential and future possibilities this supreme organization offers. The Euro is also analyzed along with its consequences for the economic future of the "Euro Zone." (Study Abroad - Segovia)

SPA377 Spanish Art II*credits: 3*

The principle objective of this course is to learn how to observe paintings from an artistic point of view. It begins with the Spanish painters of the Golden Age (Velazquez, Murillo, Zurbarán) and continues on through the 19th century with Goya, Sorolla, and Gaudí. The course finishes with vanguardistic artists such as Picasso, Dalí, Miró, and others. (Study Abroad - Segovia)

SPA378 Spanish Literature II*credits: 3*

The thematic focus of this course is Spain in crisis from the war of 1898 to the Franco era. (Study Abroad - Segovia)

SPA380 Adv Spanish Comp/Conversation/Lit*credits: 3*

A literature based course in which students will read short stories, poems, and a novel. These literary works will be used for expansion of the students' understanding and knowledge of literary criticism and as a stimulus for conversing and writing in Spanish.

SPA381 Adv Study in Spanish Language/Culture*credits: 1*

Students compose a reflective and integrative essay in Spanish after spending a language intensive semester abroad. Students will meet periodically with the instructor during the

course of the semester to determine the scope, content, and style of the essay as well as to review and revise successive drafts of the essay.

SPA395 Independent Study in Spanish *credits: 1*
Junior level independent study.

SPA414 Adv Spanish Composition/Conversation *credits: 3*
Provides intensive training in composition, translation, and conversation. Essential aspects include advanced grammar review and the study of specialized vocabulary. Combined with oral guidance, this course is designed to increase accuracy in writing levels and proficiency of expression. Class work revolves around frequent writing compositions, selected reading, discussion, and vocabulary building. (Study Abroad - Segovia)

SPA483 Senior Project *credits: 1*
Students combine research and practical implementation of theories and concepts to develop an individual project.

SPA495 Independent Study in Spanish *credits: 1*
Senior level independent study.

SSC257 LLP *credits: 0*
The student has the opportunity to earn credit by writing a college-level paper reflecting learning in this subject through experience, reflection, concept formation, and application of those concepts to new situations. The paper is evaluated by a Concordia faculty member.

SSC258 PST *credits: 0*
The student petitions to gain academic credit through verification of completed college-level training (seminars, workshops, licenses, apprenticeships, etc.) conducted in a non-collegiate setting. The petition is evaluated by a Concordia faculty member.

SSC295 Independent Study in Social Science *credits: 1*
Sophomore level independent study.

SSC354 Research in Social Science (w) *credits: 3*
This course is a study of the methods science applies to social and behavioral research; experimental design, survey research, participant observation, and other unobtrusive measures.
PREREQUISITES: MAT261 and ENG101

SSC395 Independent Study in Social Science *credits: 1*
Junior level independent study.

SSC451 Issues in Social Science *credits: 3*
Students examine selected current issues in social science from multidisciplinary perspectives. May be repeated for additional credit when content varies.

SSC483 Senior Project *credits: 1*
Students combine research and practical implementation of theories and concepts to develop an individual project.

SSC495 Independent Study in Social Science *credits: 1*
Senior level independent study.

STR101 Beginning Guitar I *credits: 2*
Students learn the fundamentals of guitar playing, including basic technique, playing by ear, and music notation, through the performance of simple melodies. Beginning chords and strums for accompanying group events such as praise song gatherings and worship will be covered.

STR201 String Lessons *credits: 1*
Beginning strings lessons

STR202 String Lessons Beginning strings lessons	<i>credits: 1</i>
STR203 String Lessons Beginning strings lessons	<i>credits: 1</i>
STR204 String Lessons Beginning strings lessons	<i>credits: 1</i>
STR301 String Lessons Low intermediate strings lessons	<i>credits: 1</i>
STR302 String Lessons Low intermediate strings lessons	<i>credits: 1</i>
STR303 String Lessons Low intermediate strings lessons	<i>credits: 1</i>
STR304 String Lessons Low intermediate string lessons.	<i>credits: 1</i>
STR401 String Lessons High intermediate strings lessons	<i>credits: 1</i>
STR402 String Lessons High intermediate strings lessons	<i>credits: 1</i>
STR411 String Lessons Advanced string lessons	<i>credits: 1</i>
STR412 String Lessons Advanced string lessons	<i>credits: 1</i>
STR413 String Lessons Advanced string lessons	<i>credits: 1</i>
STR449 Undergraduate String Pedagogy An experimental laboratory to develop playing and teaching skills with bowed string instruments.	<i>credits: 1</i>
STR549 Graduate String Pedagogy An investigation and laboratory to develop playing skills and teaching abilities for bowed string instruments.	<i>credits: 2</i>
STRxxx String Lessons This course number is a placeholder for music lessons until the appropriate skill level can be assigned.	<i>credits: 1</i>
THE112 Theatre Practicum: Beginning Students participate in a college-sponsored, faculty directed production on one or more of the following technical crews: set construction, properties, lighting, assistant director, stage manager, make-up, costumes or special effects.	<i>credits: 1</i>
THE212 Stagecraft The study of the theatre and its components. The course will introduce stage design, costume construction and lighting techniques. Participation in productions. Local presentations will be studied.	<i>credits: 3</i>
THE215 Play Production This course will serve as an introduction to the varied skills necessary to the successful production of a play. It will include a study of the processes of analyzing, directing, staging, and promoting plays.	<i>credits: 3</i>

THE220 Theatre Repertory & Script Analysis *credits: 2*
Students learn to analyze scripts using methods appropriate to various theatrical applications including design, acting and directing. Familiarity with theatre repertory will be expanded.

THE257 LLP *credits: 0*
The student has the opportunity to earn credit by writing a college-level paper reflecting learning in this subject through experience, reflection, concept formation, and application of those concepts to new situations. The paper is evaluated by a Concordia faculty member.

THE258 PST *credits: 0*
The student petitions to gain academic credit through verification of completed college-level training (seminars, workshops, licenses, apprenticeships, etc.) conducted in a non-collegiate setting. The petition is evaluated by a Concordia faculty member.

THE290 Theatre Internship *credits: 1*
Supervised internship in theatre

THE295 Independent Study in Theatre *credits: 1*
Sophomore level independent study.

THE312 Theatre Practicum: Crew Head *credits: 1*
Students participate in a college-sponsored, faculty directed production as the head of one of the following technical crews: set construction, properties, lighting, assistant director, stage manager, make-up, costumes or special effects. *PREREQUISITES: THE212 or THE215*

THE314 Fundamentals of Acting *credits: 3*
The study of the fundamental theories and techniques of acting. This course will serve as an introduction to the craft of acting. Through classroom exercises and scene work from contemporary plays, students will participate in preparation, script and character analysis and performance.

THE315 Theatre Practicum: Directing *credits: 1*
Students direct a one-act play subject to the instructor's approval. The instructor guides the student through the process as the student creates a production notebook documenting the experience from auditions through performance. *PREREQUISITES: THE215*

THE322 Theatre Practicum: Design *credits: 1*
Students will execute their own design in one of the following areas: set, lights, or costumes. The design must be for a college-sponsored production and meet instructor's approval. *PREREQUISITES: THE212*

THE324 Theatre Practicum: Acting *credits: 1*
Students will participate in a college-sponsored, faculty-directed production in a major role (role must be won in an open audition process). *PREREQUISITES: THE314*

THE335 Directing *credits: 3*
An intensive study of the practice of directing plays. Students will direct scenes or one-act plays for public performance. *PREREQUISITES: THE215*

THE351 Professional Theatre in Performance *credits: 3*
Students will attend and evaluate professional theatre productions in a regional theatrical center such as New York, Chicago, or London. Students will explore the cultural and historical context of the plays to be seen. Travel to the regional center is required.

THE357 Drama in the Church *credits: 3*
This course explores the variety of ways that drama can be used in a church setting; in worship, Christian education and fellowship. Practical work will be emphasized.

THE395 Independent Study in Theatre *credits: 1*
Junior level independent study.

THE454 Theatre History I*credits: 3*

This course provides an historical study of the theatre from its origins until 1642. Students examine the relationships between the arts. Attendance at local productions is required.

THE455 Theatre History II (w)*credits: 3*

This course provides an historical study of the theatre from 1642 to the present. Students examine the relationships between the arts. Attendance at local productions is required.

PREREQUISITES: ENG101

THE483 Senior Project*credits: 1*

Students combine research and practical implementation of theories and concepts to develop an individual project.

THE490 Theatre Internship*credits: 2*

Supervised work with a local professional or educational theatre company. Subject to departmental permission and arranged at least one semester in advance.

THE491 Studies in Theatre*credits: 1*

An exploration and study of topics not covered in other departmental offerings. Students may take more than once provided different topics are studied.

THE495 Independent Study in Theatre*credits: 1*

Senior level independent study.

THY301 Christian Doctrine I*credits: 3*

A detailed examination - on the basis of the Holy Scriptures and the Lutheran Confessions - of such matters as the nature of "doctrine" itself, God in His self-revelation (both general and special), the Holy Trinity, creation, anthropology, and particularly the Christological dimension of the doctrine of justification. *PREREQUISITES: REL241 and REL242*

THY302 Christian Doctrine II*credits: 3*

A detailed examination - on the basis of the Holy Scriptures and the Lutheran Confessions - of such doctrinal matters as the person and work of the Holy Spirit; sanctification as the particular sphere of the Spirit's activity; the means of grace as the instruments through which the Spirit engenders and sustains personal faith, and in the process effects a redeemed community, the holy Christian church. The doctrines of Holy Scripture and church and ministry are also explored. *PREREQUISITES: THY301*

THY395 Independent Study in Theology*credits: 1*

Junior level independent study.

THY483 Senior Project*credits: 1*

Students combine research and practical implementation of theories and concepts to develop an individual project.

THY495 Independent Study in Theology*credits: 1*

Senior level independent study.

VOC101 Class Voice I*credits: 1*

Beginning level voice class.

VOC201 Voice Lessons*credits: 1*

Mid-beginning voice lessons

VOC202 Voice Lessons*credits: 1*

Mid-beginning voice lessons

VOC203 Voice Lessons*credits: 1*

Mid-beginning voice lessons

VOC301 Voice Lessons*credits: 1*

Low intermediate voice lessons

VOC302 Voice Lessons Low intermediate voice lessons	<i>credits: 1</i>
VOC303 Voice Lessons Low intermediate voice lessons	<i>credits: 1</i>
VOC304 Voice Lessons Low intermediate voice lessons	<i>credits: 1</i>
VOC305 Voice Lessons Low intermediate voice lessons	<i>credits: 1</i>
VOC401 Voice Lessons High intermediate voice lessons	<i>credits: 1</i>
VOC402 Voice Lessons High intermediate voice lessons	<i>credits: 1</i>
VOC403 Voice Lessons High intermediate voice lessons	<i>credits: 1</i>
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VOC405 Voice Lessons High intermediate voice lessons	<i>credits: 1</i>
VOC406 Voice Lessons High intermediate voice lessons	<i>credits: 1</i>
VOC407 Voice Lessons High intermediate voice lessons	<i>credits: 1</i>
VOC411 Voice Lessons Advanced voice lessons	<i>credits: 1</i>
VOC412 Voice Lessons Advanced voice lessons	<i>credits: 1</i>
VOC413 Voice Lessons Advanced voice lessons	<i>credits: 1</i>
VOC414 Voice Lessons Advanced voice lessons	<i>credits: 1</i>
VOC415 Voice Lessons Advanced voice lessons	<i>credits: 1</i>
VOCxxx Voice Lessons This course number is a placeholder for voice lessons until the appropriate skill level can be assigned.	<i>credits: 1</i>
WWD201 Introductory Woodwind Techniques Introductory woodwind lessons. An introductory level of woodwind instruction. Students learn techniques in the form of scales, arpeggios, introductory level etudes and repertoire.	<i>credits: 1</i>
WWD202 Woodwind Lessons Introductory Woodwind Instruction.	<i>credits: 1</i>
WWD301 Woodwind Lessons A basic level of woodwind instruction. Students learn techniques in the form of scales, arpeggios, basic level etudes and repertoire.	<i>credits: 1</i>
WWD302 Woodwind Lessons	<i>credits: 1</i>

Low intermediate woodwind lessons.

WWD303 Woodwind Lessons

credits: 1

Low intermediate woodwind lessons.

WWD304 Woodwind Lessons

credits: 1

Low intermediate woodwind lessons.

WWD305 Woodwind Lessons

credits: 1

Low intermediate woodwind lessons.

WWD401 Woodwind Lessons

credits: 1

An high intermediate level of woodwind instruction. Students learn techniques in the form of scales, arpeggios, intermediate level etudes and repertoire.

WWD402 Woodwind Lessons

credits: 1

High intermediate woodwind lessons

WWD403 Woodwind Lessons

credits: 1

High intermediate woodwind lessons

WWD404 Woodwind Lessons

credits: 1

High intermediate woodwind lessons

WWD405 Woodwind Lessons

credits: 1

High intermediate woodwind lessons

WWD411 Woodwind Lessons

credits: 1

An advanced level of woodwind instruction. Students learn techniques in the form of scales, arpeggios, advanced level etudes and repertoire.

WWD412 Woodwind Lessons

credits: 1

Advanced woodwind lessons

WWD413 Woodwind Lessons

credits: 1

Advanced woodwind lessons

WWD414 Woodwind Lessons

credits: 1

Advanced woodwind lessons

WWDxxx Woodwind Lessons

credits: 1

This course number is a placeholder for music lessons until the appropriate skill level can be assigned.

ZZZ301 Study Abroad

credits: 12

Study abroad placeholder

ZZZ302 CUS Visiting Student Program

credits: 12

CUS VSP placeholder

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 Rev. Ronald Young – Birch Run, MI

FACULTY

Adler, Barbara **Professor of Communication**
 Eastern Michigan University, B.A., M.A.; Wayne State University, Ph.D. At Concordia since 1975.

Ahlersmeyer, Thomas **President**
 Also Professor of Communication. Concordia Senior College, Ft. Wayne, B.A.; Concordia Seminary, Ft. Wayne, M.Div.; Bowling Green State University, Ph.D. At Concordia since 2003.

Alden, Jason **Assistant Professor of Music**
 Also Campus Organist. Elmhurst College, B.A.; Valparaiso University, M.M. At Concordia since 2006.

Allen, Ron **Professor of Biology**
 Concordia Teachers College, River Forest, B.A.; Chicago State University, M.S.; University of Michigan, M.S., Ph.D. At Concordia since 1978.

Altevogt, Brian **Assistant Professor of Music**
 University of Michigan, B.M.; University of Cincinnati M.M. At Concordia since 2003.

Bean, John **Special Assistant to the President, Haab School of Business**
 Also Assistant Professor of Business. Capital University, B.S.; Bowling Green State University, M.A. At Concordia since 2006.

Becher, Eric **Vice President, Marketing & Institutional Research**
 Also Assistant Professor of Music. University of Michigan, B.M. and M.M. At Concordia since 2004.

Bennett, Amy **Associate Professor of Psychology**
 Johns Hopkins University, B.A.; Villanova University, M.S.; University of Massachusetts, Ph.D. At Concordia since 2001.

Bird, Laura **Associate Professor of Theatre**
 Eastern Michigan University, B.A. and M.A.; Michigan State University, Ph.D. At Concordia since 1997.

Brandon, Katherine **Assistant Professor of Education**
 Also Coordinator of Offsite Instruction (MSEL) Concordia College, Ann Arbor A.A.; Concordia College, Seward, B.S. in Ed.; Eastern Michigan University, M.A. in Ed. At Concordia since 2006.

Brandon, Kevin **Associate Professor of Education**
 Oakland University, B.A.; University of Michigan, M.L.S.; Eastern Michigan University, Ed.D. At Concordia since 1991.

Campbell, Robert **Assistant Professor of English**
 Susquehanna University, B.A.; University of Michigan, M.A. At Concordia since 1978.

Doyle, Karna **Assistant Professor of Family Life**
 Eastern Michigan University, B.S. and M.S. At Concordia since 1999.

Ferrario, Nancy **Assistant Professor of Spanish**
 St. Louis University, B.A. and M.A. At Concordia since 2005.

Freudenburg, Ben **Director of Family Life**
 Also Assistant Professor. Concordia College, Seward, B.S. in Ed and M.S. At Concordia since 2003.

Frost, Julieanna Assistant Professor of History
Eastern Michigan University, B.A. and M.L.S. At Concordia since 1999.

Genig, Dennis Dean, School of Education
Also Associate Professor of Education. Concordia College, Ann Arbor, A.A.; Concordia University, River Forest, B.A.; University of Michigan, M.Ed., and Ph.D. At Concordia since 2004.

Guinn, Keydron Assistant Professor of Sociology
Jackson State University, B.S. and M.S. At Concordia since 2004.

Hannum, Carolyn Assistant Professor of Education
University of Michigan, B.A., M.A., Ed.S. At Concordia since 2000.

Johnston, Rene Visiting Instructor-HEALS
Central Michigan University, B.A.; Wayne State University, M.Ed. At Concordia since 2006.

Kalmes, Michael Associate Professor of Political Science
Concordia Teachers College, Seward, B.S. in Ed., University of Missouri, M.Ed. At Concordia since 1978.

Kirchhoff, Daniel Assistant Professor of Kinesiology
Concordia University, River Forest, B.A. and M.A. At Concordia since 2006.

Looker, Mark Vice President, Academics
Also Professor of English. Concordia Teachers College, River Forest, B.A.; Washington University, M.A.; University of Michigan, Ph.D. At Concordia since 1975.

Marsh, F.K. Associate Professor of Business.
SUNY College, Fredonia, B.S.; Canisius College, M.B.A.; University of Michigan, Ph.D. At Concordia since 2001.

McCormick, Robert Dean, School of Arts and Sciences
Also Associate Professor of Music. University of Alabama, B.S. and M.Ed.; George Washington University, M.A.; Catholic University of America, Washington D.C., D.M.A. At Concordia since 2001.

Migan, Neal Assistant Professor of English
Michigan State University, B.A. and M.A.; Purdue University, Ph.D. At Concordia since 2005.

Nelson, Janice Associate Professor of Education
Also Coordinator of Secondary Education. Michigan State University, B.A.; Wayne State University, M.Ed.; Wayne State University, Ph.D. At Concordia since 2002.

Parrish, Stephen Collection Management Librarian
Also Associate Professor of Philosophy. Schoolcraft College, A.A.; Eastern University, B.S.; University of Michigan, A.M.L.S.; Wayne State University, M.A. and Ph.D. At Concordia since 1999.

Penhallegon, Philip Assistant Professor of Religion
Concordia College, Ann Arbor, B.A.; Concordia Seminary, St. Louis, M.Div. At Concordia since 2004.

Pies, Timothy Professor - School of Adult and Continuing Education
University of Michigan, B.A. and Ph.D.; Eastern Michigan University, M.A. At Concordia since 1986

Refenes, James Assistant Professor of Biology
Concordia University, River Forest, B.A.; Cardinal Stritch College, M.E.P.D. At Concordia since 2004.

Rockrohr, Carl Assistant Professor of Religion
Concordia University, Mequon, B.A.; Concordia Seminary, St. Louis, M.Div. and S.T.M. At Concordia since 2005.

Roeske, Victor Assistant Professor of Mathematics
United States Military Academy, B.S.; Rensselaer Polytechnic Institute, M.S. Operations Research and Statistics and M.S. Applied Mathematics; Capital Bible Seminary, M.A. At Concordia since 2001.

Schulz, Charles Assistant Professor of Religion
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