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Use of This Catalog

While this catalog is provided for guidance in course selection and program planning, students are expected to confer with their academic advisors for precise information concerning their academic programs. Every effort is made to ensure the accuracy of the information in this catalog. However, it is not considered a binding contract. Other publications which reflect additional policies of Concordia University include the Student Handbook and the Faculty Handbook.

The statements made in this Academic Catalog constitute official policies of Concordia University. These policies are subject to change by the President, the Board of Regents, and the faculty. Courses listed in this catalog are subject to change through normal academic processes. Changes to the curriculum are published in the program outlines and the university Schedule of Classes. Concordia University reserves the right to, at any time, change or withdraw courses, fees, rules, and calendar, as well as other regulations affecting the student body.
PRESIDENT’S WELCOME

Concordia is a wonderful place to go to school. We provide our students with a relevant and meaningful higher education experience within a Christian context. Our students are challenged in the classroom to reach high academic standards while integrating faith and learning to prepare them to be leaders in the home, workplace, and in their communities. As you investigate this catalog and, more importantly, talk with the faculty and students, you will see that we create a learner-centered environment with an emphasis on lifelong learning and service to the communities in which we live. As a result, as a part of their academic program, every student participates in a practical experience directly related to their chosen field of study and profession. You will be building your résumé as you earn your degree.

Concordia is a faith-based institution which has graduated thousands of students who are making a difference in our world. Concordia is making a difference in the lives of its students and our broader community. A Concordia education provides students with the experiences and skills to become leaders and make a difference in the world that needs help and hope.

I invite you to join us and transform your life and the lives of those around you.

Charles E. Schlimpert, Ph.D.
President
GENERAL INFORMATION

Concordia’s Vision

Christian commitment, educational excellence, and service to students are the core values upon which Concordia University’s mission, vision, and daily operations are built. Concordia University:

- models Christian witness and service.
- graduates leaders who serve.
- is firmly grounded in the Liberal Arts.
- has critical mass.
- combines quality and affordability.
- uses innovative educational delivery systems.
- enjoys a strong regional reputation.
- benefits from significant volunteer human service.
- provides a sound institutional infrastructure and effective institutional management structures.

Concordia’s Rich History

Concordia opened its doors for the first time at its current location in 1905. The school began as a four-year academy to meet the needs of the region for pastors and school teachers for the Lutheran Church-Missouri Synod. The campus has evolved into a university that offers a solid liberal arts education, pre-professional programs, professional church work programs, and undergraduate and graduate degrees in education and business. The campus’ 1,500 students come from all over the United States and the world, but primarily from the Pacific Northwest.

Concordia University is a Christian university preparing leaders for the transformation of society. Located on 13 acres in a residential neighborhood of Portland, Concordia’s mission drives all planning in academics and future directions. The campus builds on its strengths, pursuing programs that will assist students to prepare for work or to enhance their pursuit of lifelong learning. Students, staff, and faculty — the Concordia community — are valued as the most important components of this campus, as all strive to encourage, support, and equip for service and fulfillment.

Concordia History Chronology

1905 Concordia opens as a four-year academy for boys to meet the needs of the area for pastors and parochial school teachers for the Lutheran Church-Missouri Synod.
1950 The junior college is added.
1954 Concordia becomes co-educational.
1962 Accreditation is achieved with the Northwest Association of Schools and Colleges.
1977 Concordia becomes a four-year college.
1980 The first students graduate with Bachelor’s degrees.
1982 International Student Programs are initiated.
1985 Health Care Administration and International Executive Program are added.
1989 Accelerated Degree Program is added.
1991 Secondary Education is added.
1992 Concordia exceeds enrollment of 1,000.
1995 Concordia College becomes Concordia University – Portland, a member of the Concordia University System.
1996 Distance learning classes and Concordia University System visiting Student program begin.
1996 Master’s degree programs in teacher education offered by the College of Education.
1997 Health Care Administration program is approved for associate membership to The Association of University Programs in Health Care Administration; Director of Christian Education program is expanded with calling of first full-time director.
1998 New 245-bed residence complex opens, doubling resident student population.
2001 Master of Business Administration offered by the School of Management.
2002 The first fully online program, the M.Ed., is offered.
2004 Northwest Association of Schools and Colleges (NASC) becomes Northwest Commission on Colleges and Universities (NWCCU).
2005 Class Schedule begins at 7:30 am.
2005 Bachelor of Science in Nursing program receives accreditation from the Oregon State Board of Nursing.

Accreditation, Associations and Memberships

- Concordia University is accredited by the Northwest Commission on Colleges and Universities at the undergraduate and graduate levels.
- Concordia was granted well-established/experienced instructional status in 2000, and Level II status in 2004.
- Teacher education programs are accredited by the Oregon Teacher Standards and Practices Commission.
- Business programs are accredited by the International Assembly for Collegiate Business Education (IACBE).
- The nursing program has initial accreditation from the Oregon State Board of Nursing.
- Concordia University is approved by the US government and the state of Oregon for the education of veterans.
- The University is a member of the Oregon Independent Colleges Association and the Oregon Independent College Foundation.

Documents pertaining to accreditation, licensure, and approvals are available for review in the Office of the Provost.
The Concordia University System (CUS)

Concordia University Portland is the Pacific Northwest university of the Concordia University System. The CUS is a unique, nationwide consortium. It is a ten-school, intercampus partnership designed to provide enhanced educational experiences for students, efficient use of resources, and unique interinstitutional programming. A variety of initiatives are currently underway for the CUS.

The CUS is a confederation of the ten Concordia colleges and universities in the United States that are associated with the Lutheran Church-Missouri Synod (LCMS). Each college and university maintains its individual identity and autonomy, and is strengthened by the association with the sister institutions.

An area Board of Regents, elected by the LCMS in convention, carries the responsibility for the institution’s operation and control. The President of the university serves as the Chief Executive Officer of the Board. These initiatives include the continued development of distance learning opportunities, coordinated study abroad opportunities, “seamless” and easy interinstitutional transfer of students, short term courses of study on various campuses, and sharing of faculty and other institutional resources.

The member institutions of the Concordia University System are:

1. Concordia College, Ann Arbor, Michigan
2. Concordia University, Austin, Texas
3. Concordia College, Bronxville, New York
4. Concordia University, Irvine, California
5. Concordia University, Mequon, Wisconsin
6. Concordia University, Portland, Oregon
7. Concordia University, River Forest, Illinois
8. Concordia University, St. Paul, Minnesota
9. Concordia College, Selma, Alabama
10. Concordia University, Seward, Nebraska

The LCMS also elects a Board for University Education (BUE) that implements and articulates the operation of the various synodical schools. Through its Executive Director, it serves as liaison between the national church and each school’s Board of Regents.

Worship

Worship is placed at the center of life and activity at Concordia. The worship program guides the spiritual tone and stimulates faith development in all aspects of the Concordia experience. Through the worship program, students, faculty, and staff are led by the Holy Spirit to become actively involved in their relationships with God and His children, and in understanding the dynamic potential offered by a Christian lifestyle.
Chapel attendance, while not mandatory, is encouraged of all Concordia students, faculty, and staff. Chapel services are conducted at St. Michael’s Lutheran Church at the Northeast corner of campus Monday through Friday at 10:30 am, and in the residence halls on Wednesday evenings. Morning chapel is conducted by faculty members, guest speakers, and students. Evening devotions are student-led. Residence hall chapels are available at all times for student use. In addition, Concordia has joined together with St. Michael’s congregation to pursue a joint vision of ministry in which St. Michael’s reaches out to minister to the students, faculty, and staff at Concordia. The pastor of St. Michael’s is the campus pastor, and the campus worshipping community operates under St. Michael’s auspices. To be involved in Concordia’s campus worship program, contact the Student Services Office.

Location and Facilities

Concordia University occupies an attractive ten-acre campus with adjacent land for expansion. The Hagen Center Library and Dining Hall, the Physical Education Building, the Fine Arts Building, and Luther and Centennial Halls are the primary facilities on campus. Spacious and modern residence halls, student lounges, and recreation areas ensure residential students are comfortable and have a well-rounded experience at Concordia.

Concordia maintains a video-conferencing classroom used for two-way audio video classes, meetings, and interviews, as well as several “smart,” technologically-rich classrooms.

The school’s other facilities include the administration building, classrooms and laboratories, spacious and modern residence halls, student lounges, recreation areas, faculty offices, and athletic fields.

Campus center facilities, classrooms, and the largest residence hall, East Hall, are completely equipped for use by students who are physically challenged. Access to other facilities will be achieved by consulting Concordia’s staff for assistance.

Concordia University is located in a quiet residential neighborhood of Northeast Portland. Only ten minutes from downtown Portland or the airport, students have easy access to the rich cultures of Portland. The Oregon Symphony, the Portland Opera, Oregon Ballet Theatre, and traveling productions complement the athletic events that include NBA basketball with the Trailblazers. Recreational activities such as skiing on Mt. Hood, sailing on the Willamette, and windsurfing on the Columbia River are easy driving distance from the campus. Innovative and diverse restaurants, Saturday Market, museums, the Oregon Zoo, and a myriad of other activities and educational experiences are available to Concordia students.

Tri-Met, Portland’s transportation system, and MAX, Portland’s light rail system, provide students with ready access to Portland’s offerings. A very nice grocery store and pharmacy are within walking distance of the campus.
Library

The University Libraries are an integral part of the educational environment at Concordia. The main Library, located in the Hagen Campus Center, is open 100 hours per week and provides space for individual study and group interaction. Librarians are available in person and via telephone or e-mail to assist students in identifying, evaluating, and locating the information needed to support their course work.

The Libraries’ print collections number over 80,000 volumes and support studies in the arts and sciences, business, education, nursing, theology, and athletics. The libraries’ collections also include thousands of video tapes and DVDs. The collections are arranged by the Library of Congress Classification System. The CU Libraries are also part of the OPALL Consortium, with access to over 600,000 volumes among the consortium’s seven regional campuses.

The Concordia University libraries provide electronic access to over 21,000 full-text journal titles and approximately 22,000 books. Statistical and other information is available through dozens of databases. All electronic resources are available to any student with Internet access, regardless of the student’s physical location (dorm, home, office, etc.).

The Main CU Library is also home to the Northwest Center for Children’s Literature (NWCCCL), a non-circulating preview collection of the most recently published children’s and young adult literature. There is also a Science Library located in Luther Hall along with the science faculty. All materials in the NWCCCL and the Science Library are noted in the CU Libraries’ online catalog.

Computer Facilities

Ready access to computer resources has become essential for student success in higher education. Students use computers to prepare course materials; communicate with peers, professors, and staff; access information and resources; and for engaging with instructional materials. As a result, Concordia University requires that all students own, or have ready and unlimited access to, a computer that meets the university-specified minimum computing standards. Two university instructional computer labs, located upstairs in the library (Hagen Campus Center Building), are available for student use during regular library hours when lab classes are not in session.

A Help Desk is available to resolve issues during regular library hours. Get more information on expected minimum computer requirements and compatibility information.

Resident students will find one port per student per room available for connecting to the campus network (10 or 10/100 Ethernet connector and Cat 5 cable required). ITS personnel can provide information on gaining access to the campus network; however, due to resource and liability restrictions, ITS can only provide limited technical support for students’ personal computers.
Note: Concordia University is primarily a PC/Windows-based environment. While other operating systems may be compatible with the network, only limited support can be offered for connectivity for other systems.

The Center for Excellence in Learning and Teaching (CELT)

Concordia University created the Center for Excellence in Learning and Teaching (CELT) to enhance diverse learner-centered teaching. While CELT primarily exists for educators in order to enhance their contribution to prepare leaders for the transformation of society, Concordia students benefit as CELT’s values are upheld among teaching faculty:

- Education should be “learner-centered,” focusing on the attributes, needs, and context of the learner.
- Learning is a natural process that can be heightened through the crafting of an effective learning environment.
- The faculty at Concordia is gifted, caring, and the key influence in providing a learner-centered, mission-driven teaching environment at Concordia.
- The selection of instructional strategies, methodologies, and delivery modes in the classroom are best based upon the learner and the instructional objectives.
- The strongest instructional objectives are consistent with the university’s mission and vision, and include a focus on appropriate cognitive, psychomotor, and affective outcomes.
- Learner-centered education incorporates effective and appropriate formative and summative assessment strategies.
- Effective use of instructional technologies can greatly enhance the learning environment.
- Research and innovation about teaching and learning will provide future opportunities for development of CU faculty.

CELT serves the campus community in course design, discussing the teaching and learning processes, and in thinking through the development of the best in distance education. Faculty participates in development opportunities as well as in one-on-one training. CELT staff has helped to equip online instructors and challenge all faculty to think deeply about the teaching and learning processes.

Northwest Center for Children’s Literature (NWCCU)

The NWCCU opened its doors at Concordia in September 2004. Housed in the main library, the NWCCU is both a space and a service. A joint initiative of Concordia’s College of Education and the University Libraries, the NWCCU provides access to the best in children’s literature and related resources to prepare future leaders that love reading and appreciate lifelong learning. The NWCCU collection is non-circulating and includes:

- Review copies of nearly all trade books published each year in the United States.
• Recommended children’s and young adult trade books.
• Notable current, retrospective, and historical books for children and young adults.
• Current and historical reference materials related to literature for the young.
• Children’s and young adult books by Northwest authors and illustrators.
• Small and alternative press books published in the United States.
• Endowments of private collections.
• Gifts of complete book sets (Both specific-author and topical).

The NWCCL offers Oregon and Southwest Washington librarians, teachers, students, and others informational and educational services based on the collection; and supports teaching, learning, and research needs related to children’s and young adult literature. This is a tremendous resource for Concordia’s education students.

ATTENDING CONCORDIA UNIVERSITY

Concordia University has four primary academic colleges: Education (COE), Health and Human Services (CHHS), Management (SOM), and Theology, Arts & Sciences (CTAS). Students who are not yet decided about professional goals can explore career options and gain a liberal arts base during this exploration.

Concordia University admits students of any religion, race, color, national and ethnic origin, sex age, sexual orientation and disability to all the rights, privileges, programs, and activities generally accorded or made available to students at the University. It does not discriminate on the basis of religion, race, color, national and ethnic origin, sex, age, sexual orientation or disability in administration of its educational policies and programs, admission policies, merit scholarships and loan programs, and athletic or other university-administered programs. Complaints or charges should be filed with the University's Title IX coordinator."

Concordia University welcomes applications from all students who have demonstrated that they are able to successfully participate in and benefit from the courses of study offered. Concordia University admits students of any race, color, or national and ethnic origin to all the rights, privileges, programs, and activities generally accorded or made available to students at the university. It does not discriminate on the basis of race, color, national and ethnic origin, sex, age, or handicap in administration of its educational policies, admission policies, scholarship and loan programs, nor in its athletic and other university-administered programs.

General admission to the university does not constitute admission to a program of study. Contact the Office of Admission at (503) 280-8501 for specific requirements.
PROGRAMS OF STUDY

Undergraduate Degree and Certification Programs

- AA General Studies
- Biology
  Concentrations in:
  - Environmental Management
  - General Biology
  - Molecular Biology
  - Pre-Athletic Training
  - Pre-Medical Studies
  - Pre-Occupational Therapy
  - Pre-Physical Therapy
  - Pre-Physician’s Assistant
- Business Administration
  Minors in:
  - Accounting
  - Entrepreneurship
  - Environmental Management
  - Finance
  - International Management
  - Marketing
- BS Business*
- Chemistry
- English
- Health and Fitness Management
- Health Care Administration*
- History
- Humanities
- Interdisciplinary Studies
- Nursing
- Psychology
- Social Science
- Social Work, BA or BS*
- Theology
  - Seminary Preparation Certificate
- Education
  - Initial Teaching License
    - Early Childhood Education
    - Elementary
    - Middle Level
    - High School
  - Career and Technical Teacher Education Certification
- Christian Education
  - Lutheran Teacher Certification
  - Director of Christian Education (DCE)
  - DCE Certificate, Post-BA
  - Teacher Colloquy
Endorsements for Middle School and High School Education

- Art
- Biology
- Business
- Chemistry
- Health
- Language Arts (English)
- Marketing
- Mathematics (Advanced and/or Basic)
- Physical Education
- Social Studies
- English for Speakers of Other Languages (ESOL)

Graduate Degree Programs

- Continuing Teaching License
- Initial and Continuing Administrator License (LEAD)
- Master of Arts in Teaching (MAT)
  - Early Childhood Education
  - Elementary Education
  - Middle Level Education
  - High School Education
- Master of Education in Administration
- Master of Education in Curriculum and Instruction
  Strands:
  - Leadership
  - Methods and Curriculum
  - ESOL
  - Early Childhood Education
  - Reading
  - Health and Physical Education
  - Business
  - Reading Specialist

- Master of Education in Educational Leadership
- Master of Education in Teaching English as a Second Language (TESL)
- Master of Career and Technical Education (MCTE)
- Career and Technical Education Certificate
- Master of Business Administration (MBA)

*Indicates a non-traditional accelerated program in which professional experience is required for program admission.

STUDENT SERVICES

Student Services at Concordia University creates programs designed to help students build or attain life skills and developmental competencies. Academic pursuits should be foremost in a student’s thinking; yet two-thirds of a student’s time is spent outside the classroom. The successful student will develop tools
outside of the classroom to work on personal issues such as spiritual development, intellectual and social competence, development of a sense of purpose, self-worth, and career direction.

Student Services programs include new student orientation, residence life, career guidance, personal counseling, student activities, student government, health services, campus safety, and dining services. Program specifics can be found in the Student Handbook.

The faculty’s Community Life Committee provides philosophical and policy-related guidance to the Student Services staff.

**Residence Life**

For residential students, life in the community is rich. Professional and student staff members work hard to offer programming relevant to the current world. The physical environment is structured to foster personal as well as recreational interaction between residents.

Concordia University has defined a set of values for residential community. These values are implemented through a set of interpersonal and behavioral expectations for on-campus residents as well as visitors to the campus that emphasizes visitation and quiet hours, appropriate choices, and the prohibition of drugs and alcohol. Students are asked to respect the rights and freedoms of others while holding up the ideal of the Christian community as the center of residential life.

**Housing Requirements:**

**Traditional Students**

The University has a two-year residency requirement for new, traditional-age students. Students under 21 transferring to Concordia must live on campus for at least one year. Please see the Student Handbook for specifics.

**International Students:**

International Students are provided the following housing options:

1. University housing (campus residence halls)
2. Home stay (live with an American family selected by the university)
3. Students who are 21 and older may make their own arrangements to live off-campus

It is recommended that International Students first live in a home stay with an American family or in University housing. This helps students learn the most about American culture and American higher education and provides the best setting in which to learn English.
Academic Advising

Students entering Concordia as freshmen or transfers participate in a comprehensive Academic Advising Program. This program provides new students with their first links to the Concordia University community. Students are matched with an advisor who well knows Concordia and the student’s major course of study and career path, or who can assist in helping students to identify skills, aptitudes, and interests while considering major options.

A comprehensive and exciting orientation program will help students to make the transition from previous educational experiences to those at Concordia University. In addition, special seminars, counseling, activities, and programs are available for all students to enjoy a successful and rewarding higher education experience.

Advisors will help students plan a program of study, select courses, and assist the student in a variety of academic matters. It is the responsibility of the student to maintain normal progress and to select the proper courses leading to his or her chosen degree.

Health and Counseling Services

Health Services

Due to the many stresses, roadblocks, and detours related to university life, students may at some point need some direct assistance. This can be found through the Health Center in the form of medical care. The Health Center is located in Student Services and open during the regular academic year.

Insurance/Athletic Insurance

Students are responsible for providing insurance coverage for their personal property, medical, and athletic needs. Most family policies cover these concerns. Student group accident and emergency insurance information is available in Student Services, Administrative Services, or Health Services. This insurance is not sufficient for student athletes. Student athletes are required to show proof of adequate medical insurance before participating in any athletic activity. International students on an F-1 visa are legally required to have health and repatriation insurance.

Counseling and Learning Services

In many ways, college students stand at the crossroads of transformation. Through education, building relationships, and personal development, students are making decisions today that will impact the rest of their lives. Concordia University seeks to assist in this endeavor by providing opportunities for growth within a Christian context. The Crossroads House Counseling Center offers confidential, individual counseling sessions with a trained and experienced counselor to any student, free of charge.
If a student is struggling academically, the Crossroads House offers tutoring, learning and study skills assessments, consultation, and referrals through its Learning Services program. For those professionally assessed and diagnosed with a learning disability, individual needs can be addressed.

The Crossroads House wants to help students have a positive and beneficial Concordia experience. Whether it’s academics, personal healing, or just a listening ear, students are encouraged to come in and talk.

**Career Development**

Through a variety of resources, including individual career counseling, access to the World Wide Web, computer-assisted career guidance programs, a career resource library, career assessments, and a job listing service, students are encouraged to take responsibility for investing their lives in purposeful activity. Workshops and seminars are offered throughout the year that focuses on career planning and job search skills.

In cooperation with the three academic colleges, Concordia’s Career Development Program is designed to provide services and opportunities to meet the needs of the diverse student population. Contact the Student Services Office for more information and appointments.

**Public Safety**

Concordia’s Public Safety Office provides 24-hour security and is responsible for the safety of the campus community and for the protection of property. Public Safety works with the residence staff and maintains close contact with local law enforcement agencies. After dark, personal escorts may be requested of the staff.

**Vehicle Registration**

All vehicles are required to be registered with Concordia’s Public Safety Office. It is the student’s responsibility to observe all ordinances of the state of Oregon with respect to registration and operation of motor vehicles, as well as parking regulations of the City of Portland and Concordia University (see Public Safety’s web site for more detailed parking information). Concordia does not assume liability for loss or damage of automobiles, motorcycles, or bicycles by theft or accident. Valuables should not be stored in parked vehicles. Owners are advised to provide adequate insurance protection.

**Co-curricular Activities**

Concordia University sponsors numerous activities aimed at developing character, individual talents, and maturity. These co-curricular recreational opportunities allow a large percentage of students to participate. Below are some of the main activities.
Athletics

Concordia University is a member of the National Association of Intercollegiate Athletics (NAIA). The NAIA is comprised of nearly 300 colleges and universities across the United States and Canada. As members of the NAIA, Concordia’s Cavaliers embrace the Champions of Character program that encourages leading lives of respect, responsibility, integrity, servant leadership, and sportsmanship. The Cavaliers compete in the Cascade Collegiate Conference and offer the following sports: baseball, men’s and women’s basketball, men’s and women’s cross country, men’s and women’s golf, men’s and women’s soccer, softball, men’s and women’s track and field, and volleyball.

Intramural Athletics

The goals of intramurals (IM) are to provide an opportunity to stay physically active, and to have fun and fellowship with other cu students. There are regularly scheduled times for team and individual sports and activities as well as open time slots for outdoor and indoor activities (i.e. volleyball, basketball, floor hockey, dodgeball, soccer, etc.). Special tournaments, leagues and competitions are organized and directed by the IM Director as part of student government. In addition, students can utilize the cu fitness center for individual cardiovascular or resistance training.

Christian Life Ministries

Christian Life Ministries (CLM) plans, organizes, and provides opportunities for the Concordia community to share in Christian fellowship and to grow in their spiritual walk with God. Reaching out to the Concordia community by living and encouraging authentic lifestyles of faith in Christ serves as the mission statement that guides and focuses CLM. The organization consists of a campus pastor and associate in ministry (shared with St. Michael’s Lutheran Church), two student coordinators, Residence Hall chaplains, and chaplains-at-large.

They provide worship opportunities Monday through Friday at 10:30 am, hosted at St. Michael’s, and a Wednesday evening student-led chapel in East Hall lounge. At least two retreats are held each academic year for all students to get away and spend time with one another to form new relationships, strengthen existing ones, and to grow in their walk with Christ. Each year a variety of small groups take place — they may be Bible study groups, accountability groups, or interest groups. For more information, contact the campus pastor, Orlie Trier.

Music

Concordia University offers a variety of opportunities to get involved in music. Whether talents lie in instrumental or vocal performance, there is an ensemble that can integrate more students. The university choir performs a regular schedule of concerts, as well as a yearly tour that offers its members a taste of life in new areas both nationally and internationally. In addition to the choir, smaller vocal ensembles include the Christi Crux ensemble.
For instrumental musicians, a brass ensemble, wind ensemble, and praise ensemble contribute to daily chapel services. In addition, there are two handbell ensembles, which have performed throughout North America, Hawaii, and Europe.

**Social and Cultural Activities**

Major social events on campus include dances, banquets, and fall and spring graduation festivities. Other formal and informal events are planned throughout the year. The participation of international students in campus life provides unique opportunities for cultural awareness and understanding.

**The Cedars Field Environmental Studies Center**

Concordia University owns and operates The Cedars, an 80-acre natural site and retreat center located on the Clackamas River approximately 45 minutes from the Concordia campus. Students and faculty are involved in environmental studies, restoration, and rehabilitation at the site in conjunction with the Environmental Management programs of the Math-Science department and the Business department. This unique site is home to 300-year-old cedar trees, osprey, waterfowl, deer, elk, coyote, salmon, steelhead, and trout populations that make it an ideal location for such studies. The Cedars retreat facility can house 32 individuals in modern lodging facilities and has an on-site cook to provide food as required.

**Media and Publications**

**The Promethean**

The Promethean is Concordia University’s literary and arts journal. It provides a forum for student, faculty, and visiting contributor opinion, scholarship, poetry, art, photography, and other creative endeavors. Students can contribute short stories, plays, and essays, as well as learn how to compose, edit, and publish a journal of the literary and visual arts. Area editors are selected by the general editor each spring. All students involved in the publication of the journal receive academic credit by enrolling in ENG 217 and ENG 218. For more information, contact the faculty advisor to The Promethean.

**Student Newspaper**

A student newspaper, Concordia Chronicles, is published several times each semester, informing the campus of current events, sharing information about the neighborhoods surrounding the campus, and enhancing community life at CU. Student leadership in writing, photography, and editing is integral to this communication arm of the campus. All interested students are encouraged to volunteer by contacting the faculty advisor for the newspaper. Academic credit is available through ENG 201.
Honor Societies

Sigma Beta Delta

The purposes of Sigma Beta Delta are to encourage and recognize scholarship and achievement among students of business, management, and administration, and to encourage and promote personal and professional improvement and a life distinguished by honorable service to humankind.

Sigma Tau Delta

Membership in Concordia University’s local chapter of the internationally-constituted English honor society, Sigma Tau Delta, is open to prospective majors or minors in English who have completed at least two literature courses beyond the freshman composition requirements, academically rank in the upper third of the Concordia University community, have achieved at least a B average in all courses in English, and who have completed at least five semesters of collegiate work. Sigma Tau Delta confers recognition of superior academic achievement in English, and the Concordia chapter — Alpha Beta Rho — supports the publication of the college's literary journal, The Promethean. The society invites members to compete for scholarships of up to $5,000 in the fields of poetry, creative writing, and critical writing. Initiation of new members is conducted each spring term. Interested students should contact Sigma Tau Delta's faculty advisor for more information.

Clubs and Organizations

Chi Beta Chi

Chi Beta Chi is a student-run club for business majors or minors. The purpose of Chi Beta Chi is to provide interested students with additional educational opportunities, leadership development opportunities, career networking and internship opportunities, community service opportunities, an established alumni network, scholarship opportunities, and friendship opportunities. Chi Beta Chi is open to all interested students. The club routinely meets and plans activities. Examples of previous activities include sponsored monthly luncheons with business and health care leaders, participation in the annual CEO Roundtable event, and attending a Portland Trailblazers game.

Epsilon Pi Delta

Epsilon Pi Delta is comprised of all church work career students at Concordia. Epsilon Pi Delta meets occasionally during the academic year (usually over meals) for fellowship, interaction with visiting church workers, discussion of issues of importance in churches today, and mutual encouragement and support as students prepare for their various ministries. More information is available from the church work program directors.
Fellowship of Christian Athletes

The goal of the Fellowship of Christian Athletes (FCA) is to present to athletes and coaches, and all whom they influence, the challenge and adventure of receiving Jesus Christ as Savior and Lord, serving Him in their relationships. Student-athletes recognize the unique position they have as leaders and representatives of the institution. The FCA is a student-led organization that coordinates their activities and service events with Concordia’s Christian Life Ministry. Typical Monday night fellowship times include ice-breaker activities, Bible study, prayer, and time for snacks, fellowship, and encouragement. Gym nights, off-campus activities, service events, and retreats are fun-filled and life-changing ways for student-athletes to grow and mature.

International Environment Club

The Concordia International Environmental Club (CIEC) seeks to expand the Concordia community’s understanding of the world and particularly of human impact on it by hosting events and speakers that demonstrate the wonderful diversity of cultures and their relationship to the world of living creatures. Students, faculty, and staff all contribute their insight and wisdom in this shared venture. Meetings are usually held monthly through the school year.

One Voice

“You and I serve our country in a time of great consequence. During this session of Congress, we have the duty to reform domestic programs vital to our country; we have the opportunity to save millions of lives abroad from this terrible disease [AIDS]. ... Ladies and gentlemen, seldom has history offered a great opportunity to do so much for so many.” — President George Bush, State of the Union, 1-28-03

Born from a speech delivered by Bono on October 30, 2004, in Portland, One Voice came to life at Concordia during the spring of 2005. Inspired by the tragedy highlighted in Africa and the opportunity to make a difference, a group of students and a dozen faculty members combined their motivation in creating the club. One Voice’s objectives are to increase awareness of the AIDS epidemic, advocate national change, and provide international relief. In support of this, One Voice has sponsored an “AIDS Week” to get the Concordia community involved which included a dodgeball tournament and an information table. All proceeds from any events go to promote AIDS relief. One Voice is full of great ideas to make an impact: writing letters to Senators, hosting documentaries, hosting fundraisers like the dodgeball tournament, and selling ONE bands, supporting the national One Campaign. Knowing that AIDS is an epidemic that must be addressed soon, One Voice is doing their best to make a difference.

Oregon Student Nurses Association

Concordia nursing students are invited to join the Oregon Student Nurses Association (OSNA), which offers networking and leadership opportunities at the local, state, and national level. The mission of OSNA is to “foster unity, personal and collective responsibility to improve the future of nursing through professional
development, collaboration, social advocacy, community service, and education.” OSNA offers a job board and career resource center.

Pre-law Society

The Pre-law society is a loose gathering of students with a faculty advisor interested in pursuing a career in law. It routinely visits law schools, sponsors visits by local lawyers and law school students, visits local law firms and attends lectures at nearby law schools. A prelaw library section is also maintained through a generous grant from Miller Nash LLC.

Psychology Club

The Concordia University Psychology Club offers students an opportunity to gather with a community of faculty, staff, and students to explore current topics in psychology. The club offers a combination of social and educational experiences intended to enhance the student’s coursework. In addition, club members seek to provide service to the CU community and the wider community beyond Concordia.

Social Work Club

The Social Work Club is an active organization that connects and provides support for social work majors. Club members do volunteer work, plan networking events, and promote a positive image of social work in the community. Annual events planned and conducted include a welcoming party for new students, a Christmas party, a social work celebration in March, and an end-of-the-year party. New social work students are invited to join.

Students In Free Enterprise

Founded in 1975, Students In Free Enterprise (SIFE) has grown to become one of the largest university-based organizations in the world. SIFE teams are active on more than 1,700 college and university campuses in 42 countries and territories around the world. In the United States, more than 800 colleges and universities are enrolled in SIFE. Concordia University has been an active member of SIFE since 2003. Working together as a team and through the mentoring of Sam M. Walton Fellow faculty advisors and Business Advisory Board members, SIFE students apply their classroom experiences to develop and implement educational outreach programs that teach individuals in their communities the principles of market economics, entrepreneurship, personal financial success skills, and business ethics. SIFE actively recruits from all Concordia University students and majors and may be taken as a one-credit elective course.

UNDERGRADUATE EDUCATION

Concordia University has designed its academic programs to prepare graduates for further studies at the graduate level or to enter a variety of professions. In addition to a selected major, all undergraduate students are required to take a core of General Education courses that ensure a broad introduction to the liberal arts
disciplines. Most programs can be completed in four years if a student carries a full load (16 hours) each semester.

Concordia is a Christian university, and integrates the study of religion as a requirement in all degree programs, specifically through the General Education curriculum for undergraduate students. Religion courses include faith discussions in the world of learning and are designed to:

- Facilitate the personal pursuit of understanding in the quest for meaning and answers to life’s ultimate questions.
- Assist in cultivating a better understanding of the religious character of others. Students develop their skills in communicating intelligently and compassionately with people from other religious and secular cultures. Failure to understand others, especially their religious symbols and world views, has caused untold grief in this country and abroad.
- Encourage all students to adopt an attitude of service to church, society, and the world. This attitude of service is directly related to the fundamental faith commitments, ethical insights, and perspectives of the Christian faith in a Lutheran academic tradition.
- Encourage a hopeful stance toward the possibilities of resolving personal, societal, and world problems through an active faith life of Concordia’s graduates.

ADMISSION

Academic Preparation

It is recommended that students entering Concordia directly from high school take the following number of years in college preparatory classes: English (4), social studies (3), mathematics (3), science (3), foreign language (2), music-art (1), health-physical education (1), and computer keyboarding. Although these courses are not required for acceptance, students who possess these abilities are generally capable of success at Concordia.

Admission Criteria

Freshmen

High school graduates and college transfers with fewer than 12 semester or 18 quarter credits may be eligible for admission, provided they have fulfilled the following criteria:

- Cumulative high school GPA of 2.50
- Critical Reading SAT-I of 480 or above or an ACT composite score of 18

High school students completing their secondary education through a GED program and those who have been home schooled may contact their Admission counselor about the University GED minimum requirement and other acceptable high school graduation alternatives.
Transfer Students

Applicants with more than 12 semester or 18 quarter credits from an accredited college or university are considered transfer students. Transcripts are reviewed by the Registrar to confirm transferability of completed coursework. Concordia University uses a 2 to 3 ratio to translate quarter credits from community colleges or other schools that operate on a quarter system into semester credits. For example, 15 quarter credits become 10 semester credits (15 x 2/3).

Transferable credits intended to satisfy requirements in the student’s academic field must be graded “C” or better. Credits that are 10 years and older may fulfill pertinent course requirements but will not be incorporated into cumulative GPA. To receive admission, transfer students must fulfill the following minimum criteria:

- Cumulative GPA of 2.00
- Letter of recommendation

Freshman and transfer students may apply online for free. (This is limited to one time only) Go online to http://www.cu-portland.edu

International Student Admission

Concordia University welcomes applications from students from foreign countries. The opportunities that occur when interacting with students of varied backgrounds and cultures are exciting and encouraging parts of the culture at Concordia.

International students with academic records from non-U.S. academic institutions will be evaluated individually. Admission will be based upon the University’s ability to equate the student’s academic records with that of U.S. grading standards. GPA does not transfer from international institutions into Concordia.

An international applicant is a student who is not a United States citizen or permanent resident.

International Freshman Applicants

International applicants who have graduated from a secondary school, and who have earned fewer than 12 semester or 18 quarter credits from an accredited college or university, may be eligible for admission, provided they have fulfilled the following minimum criteria:

- High School diploma or equivalent
- A score, no more than two years old, of 71 (Internet-based), 195 (computer-based), or 525 (paper-based) on the Test of English as a Foreign Language (TOEFL)
- Letter of recommendation

Other testing may be acceptable. Please contact the Director of International Studies for more information.
Freshman applicants attending an American high school, or citizens of countries where English is the native language, are required to take the SAT-I or ACT test in lieu of the TOEFL. A minimum Critical Reading SAT-I of 480 or an ACT composite score of 18 is required.

**International Transfer Applicants**

International applicants with more than 12 semester or 18 quarter credits from an accredited college or university are generally considered transfer students. Transcripts are reviewed by the Registrar to confirm transferability of completed coursework. Concordia University uses a 2 to 3 ratio to translate quarter credits into semester credits. For example, 15 quarter credits become 10 semester credits (15 x 2/3).

Transferable credits intended to satisfy requirements in the student’s academic field must be graded “C” or better. Credits that are 10 years and older or earned at an international institution may fulfill pertinent course requirements but will not be incorporated into the cumulative GPA. To receive admission, international transfer applicants must fulfill the following minimum criteria:

- 2.5 cumulative GPA from U.S. institutions
- A score, no more than two years old, of 71 (Internet-based), 195 (computer-based), or 525 (paper-based) on the TOEFL
- Letter of recommendation

Other testing may be acceptable. Please contact the Director of International Studies for more information.

International transfer applicants from countries where English is the native language are not required to submit a TOEFL score.

**International Undergraduate Application Process**

- Complete the International Student Application and include non-refundable $50 (U.S. currency) application fee at least two months before the start of the academic term for which applying.
- Provide a Statement of Financial Guarantee Form completed by the student’s financial sponsor and sponsor’s bank, dated within 90 days of the date of application showing that there are sufficient funds to pay for one academic year.
- Provide a copy of the picture and registration page of the student’s passport *
- Request an official transcript from all previously attended high schools, language schools, colleges, and/or universities. Transcripts in languages other than English must be accompanied by certified English translations.
- Submit one letter of recommendation from a current academic instructor, counselor, or employer/supervisor (form included with application).
- Complete the Certificate of Immunization Form (required by Oregon state law). Students will not be allowed to register if the form has not been received by Health Services.
• Fill out the International Health History Form.
• Submit a TOEFL score, or academic English test equivalent. Students with no TOEFL score, alternative English test score, or with a TOEFL score below the requirement may be conditionally admitted based on completion of final level at one of these approved English language schools:
  - ELS Language Centers - www.els.com/centers/Portland/
  - Kaplan International - www.kaptest.com/intl_home.jhtml

Concordia’s TOEFL code is 4079. (A TOEFL score is not required for students from countries where English is the native language.)

• Students transferring a visa from another school within the U.S.: Submit a completed U.S. Transfer Information Form and a copy of the student's current I-20.*
• Freshman applicants attending an American high school or citizens of countries where English is the native language: Submit either SAT-I or ACT scores. Concordia's college code numbers for the tests are: SAT 4079; ACT 3458.

*For students bringing dependents to the U.S., a copy of each dependent's passport or I-20 must also be received.

Admission of Non-native English Speakers to Education Programs

The College of Education welcomes and encourages students of diverse ethnicities and cultures who plan to be future teachers. However, in some cases, students who do not have sufficient proficiency in English may not be successful candidates for clinical experiences. To help determine if non-native speakers possess the language skills necessary to succeed in an English speaking classroom, a score of 90 on the new iBT exam (TOEFL) must be met by any non-native English speaking student seeking a teaching license in the United States. This test also includes a mandatory speaking component. Candidates who meet this requirement are eligible to be considered for clinical experiences. Candidates who do not meet the English language proficiency requirements may still earn a bachelor's degree in education, but will not be able to pursue an Oregon teacher's license.

International Application Fee Payment Options

Students may submit the application fee through the following methods. Please make sure that the student’s name is written in the memo of any payment with the label “international application fee.”

• Wire funds directly to the University's bank. Please make sure that the student's name appears on the wire transfer and is clearly labeled “international application fee.”

Concordia University
Key Bank - General 2
Account Number 379681003172  
ABA Routing Number 123-002-011  
1211 SW 5th Ave Ste 300  
Portland OR 97204  
USA

• Send a money order of $50 (U.S.) to Concordia’s address below (make sure the student’s name is included with the order).

• Ask someone in the U.S. to send a $50 (U.S.) check, made payable to Concordia University, to Concordia’s address below (make sure the student’s name is written on the memo line).

Concordia University  
Office of Admission  
2811 NE Holman St  
Portland OR 97211-6099  
USA

Please direct any questions about international application fee payment to the Office of Admission.

International Admission Decision

• Upon receipt of the above documents, the candidate for admission will be considered for acceptance. An I-20 will not be issued until all items have been received and admission granted.

• Upon acceptance to the University, a $200 (U.S. currency) non-refundable deposit is required for enrollment confirmation for students living on-campus or off campus on their own. A $500 (U.S.) non-refundable deposit is required for students requesting a home stay with an American family. Upon registration, the fee will be applied to the student’s tuition account.

• International students are required by the United States government to show proof of health and repatriation insurance.

Associate Degrees

Students can earn credit for all of Concordia University’s lower division general education requirements (with the exception of Religion) and receive guaranteed admission as a junior by completing the Associate of Arts Oregon Transfer (AAOT) or the Washington Associate of Arts degrees.

The Registrar will evaluate transcripts of transfer students bringing in other associate degrees to determine satisfaction of Concordia University general education requirements and transfer level status. Please contact a Transfer Coordinator for more details about additional degree requirements.
UNDERGRADUATE TUITION AND FEES

Concordia University reserves the right to change tuition and fees subject to written notification.

Traditional BA and AA Tuition

- Tuition/Hr .5 to 5.5 credits: $330 per semester credit
- Tuition/Hr 6.0 to 11.5 credits: $650 per semester credit
- Tuition 12-18 credits: $10,450 per semester
- Tuition/Hr in excess of 18 credits/semester: $210 per semester credit
- Tuition/Hr for Senior Citizens: $50 per semester credit (see below)
- Tuition/Hr for Auditing a Course: $165 per semester credit
- Tuition/Hr for (Klamath Falls Cohorts) $330 per semester credit *(Note: all credits are billed at this rate, but students in the program at Klamath Falls are not eligible for institutionally funded financial aid grants)*
- Tuition/Hr for CTE Certificate Program: $346 per semester credit

Note: Students enrolled in traditional academic programs are eligible to apply for Concordia University grants-in-aid.

Education Program Specific Fees

- Student Teaching Fee: $325 per semester (EDU 491, 492, 493, 494)
- Education Practicum Fee: $250 per semester (EDU 451, 452, 453, 454)
- Education Field Experience: $100 per semester (EDU 341, 342, 343, 344; CED 344)
- Other Education Course / Practicum Fees
  - EDU 485: $175 per semester
  - Director of Christian Education Internship CED 490: $3,000 per semester

  *(Note: this internship is performed after completing the BA degree)*

Tuition for Health and Social Services Program

- Tuition HSS BS Majors: $330 per semester credit
- Tuition BS Social Work: $330 per semester credit
- Cohort Majors (beginning Summer 2007): $4,240 per semester up to 12 credits ($183 in excess of 12 credits)
- Cohort Majors (beginning Summer 2006): $4,039 per semester up to 12 credits ($174 in excess of 12 credits)
- Cohort Majors (beginning Summer 2005): $3845 per semester up to 12 credits
  - ($166 in excess of 12 credits)
- Cohort Majors (Beginning Summer 2004): $3725 per semester up to 12 credits
  - ($161 in excess of 12 credits)
- Cohort tuition per credit, Post HSS Core Classes: $296 per semester credit
The fixed semester fee includes the cost of tuition for up to the maximum number of credits indicated above and textbooks for the core program courses. Because these courses do not follow the traditional semester calendar the cost of courses from the University's traditional curriculum will vary with each class cohort. All questions should be referred to the Financial Aid Coordinator Staff for clarification.

Once a student is admitted to the program, s/he is subject to the tuition rate under which his/her cohort class was originally enrolled. Should the student withdraw from the program, s/he will be subject to the tuition rate at the time of his/her readmission.

**Tuition for BS Business On-Campus Cohorts**

**Full-time Tuition – 12 Semester Credits**

- Classes 102-105: $4,545 per semester (up to 12 credits)
- Classes 106-109: $4,775 per semester (up to 12 credits)
- Classes 110-111: $4,925 per semester (up to 12 credits)
- Classes 114-116: $5,175 per semester (up to 12 credits)
- Classes 118-120: $5,435 per semester (up to 12 credits)

**Tuition in Excess of 12 Semester Credits**

- Classes 102-105: $147 per credit
- Classes 106-109: $155 per credit
- Classes 110-111: $160 per credit
- Classes 114-116: $168 per credit
- Classes 118-120: $176 per credit
- tuition per credit-after completing core classes: $296 per credit

The fixed semester fee includes the cost of tuition for up to the maximum number of credits indicated above and textbooks for the core program courses. Because these courses do not follow the traditional semester calendar the cost of courses from the University's traditional curriculum will vary with each class cohort. All questions should be referred to the Financial Aid Coordinator Staff for clarification.

Once a student is admitted to a BS program, s/he is subject to the tuition rate under which his/her class was originally enrolled. Should a student withdraw from the program, s/he will be subject to the tuition rate at the time of his/her readmission.

**Tuition for Honored Citizens**

The "Honored Citizen Rate" applies to individuals age 55 and over who are not matriculating towards a degree at Concordia University. These individuals may take ONE course per semester at the rate of $50 per credit. This course can be audited or taken for academic credit. Persons utilizing this program are responsible for the cost of books, course materials, or any special course fees in addition to the tuition. These students may take seats in the class only as they are available over and above the seats taken by matriculating students. This discount will be applied during the three weeks prior to the beginning of the term, and decisions on class availability
are made by the Registrar. The "Honored Citizen Rate" applies only to regularly-scheduled and taught courses that have sufficient enrollment, and does not apply to concurrent enrollment at another school, Independent or Directed Study, private lessons, or tutoring.

**Tuition for DELTO/LAP**

- DELTO/LAP courses for academic credit: $500 per course

**Dining and Housing Fees**

**Campus Dining Services**

- 50 meals + $650 Flex Dollars = $1,595 per semester
- 75 meals + $600 Flex Dollars = $1,645 per semester
- 100 meals + $550 Flex Dollars = $1,705 per semester
- 7 meals per week + $400 Flex Dollars = $1,520 per semester

Off-campus students and students living in campus apartments may purchase debit-purchase meal plans in various amounts. Refer to program brochure for details.

**Campus Housing**

- Elizabeth Hall, Neils Hall, Weber Hall
  - Standard Rate (2+ persons per room): $1,380 per semester
  - Single: $1,635 per semester
- East Hall
  - Suite Rate (2+ persons per room): $1,490 per semester
  - Suite Rate (Single): $1,765 per semester
  - Apartment: $1,765 per semester
- Holman Apartments
  - $1,765 per semester
- Residence Hall Damage Deposit (refundable): $150 per year

Campus Housing fee includes a student-assessed fee of $30 per semester for student activities. Students electing to terminate their campus-housing contract before June 1 are subject to a contract cancellation fee of $200.

**Miscellaneous Fees**

- **Admission Application Fee:** Varies depending on program
- **Credit by Exam Fee:** A $50 testing fee is required. If the student passes the exam, then an additional charge is assessed of: (hourly tuition rate x credits x 33%) – $50 testing fee previously paid.
- **Deferred Payment Plan Charge:** Students who opt to pay their tuition on a monthly payment plan are assessed a charge based on the total dollar amount that is being deferred.
  - For deferring up to $1,000: $50 per semester
- For deferring up to $2,000: $75 per semester
- For deferring over $2,000: $95 per semester

- **Graduation Fees**
  - Full participation: $150 (subject to adjustment)
  - Without ceremony: $75

- **Independent Study or Directed Study Fees**: Students may arrange for independent study or directed study course work in accordance with existing academic policies. A flat fee of $300 will be assessed to any course taught in either an independent study or directed study format. This course fee will be in addition to any tuition fee assessed for the credit hours enrolled.

- **Lab Fees**: refer to course descriptions and schedules

- **Late Payment Fees**: Students who have not paid tuition and fees in full or have not completed financial aid processing by the time the semester begins may attend classes provided that they have signed a repayment agreement. The repayment agreement assesses the student a $100 nonrefundable fee and grants the student a 30-day grace period during which all financial aid resources, loans, etc. can be finalized. Any account not settled within this 30-day grace period is assessed a late payment charge of 1.5% per month on the total unpaid balance until the balance is paid in full. Students who fail to complete a repayment agreement or fail to pay their tuition and fees in full by the beginning of the term will be assessed a late payment fee of 1.5% on the total unpaid balance.

- **Prior Learning Experience (PLE) Fees**: $175 Portfolio reading fee (non-refundable); $40 per credit accepted

- **Private Music Lessons**
  - 1/2 hour lesson per week: $450 per semester
  - 1 hour lesson per week: $900 per semester

- **Student Activity Fee**: Sanctioned by the Associated Students of Concordia University (ASCU), the Student Government Fee supports student publications, clubs, and activities. All full-time students in the traditional B.A. and A.A. programs will be assessed a fee of $45 per semester. Traditional B.A. students enrolled in 6 to 11.5 hours will be assessed a fee of $20, while no fee is charged of those enrolled in fewer than 6 hours. All graduate students, as well as students in the B.S. Health and Social Services and B.S. Business programs, are assessed a fee of $20 per semester.

  No Student Government Fee is assessed for summer term.

- **Technology Fee**: All students are assessed a technology fee that is utilized to provide state-of-the-art instructional technology, provide equitable access to technology resources at Concordia University, maximize the impact of both student-owned and institution-owned computing and information resources, and provide Concordia University students with a competitive advantage.
  - All undergraduate students enrolled regardless of credit hour total: $50 per semester
  - All graduate students enrolled regardless of credit hour total: $30 per semester

- **Transcript Processing Fee** (Regular): $5 each
  - Same-Day Transcript Processing Fee: $10
• Tuition Deposit (due after admission acceptance): $100

Other Expenses

• Estimated cost of books: $400 per semester
• Optional Student Medical Insurance: $480 per year (estimated).
  Medical insurance premiums must be paid directly to the insurance company along with submission of an annual application. The policy period runs from August 1 through July 31, of the following year. Applications are available in the Business Office. For complete information see direct link: http://www.cu-portland.edu/services/health_wellness/docs/Insurance_brochure_FY2008.pdf

Payment Policy

Students are required to make full payment of fees or enter into a deferred payment agreement prior to the first day of the term. Students will not be permitted to attend classes until financial arrangements have been completed. Unpaid fees after the first day of classes are subject to a late payment charge of 1.5% per month on the total outstanding balance. Students who have not met payment requirements will also be subject to a late payment penalty of $100.

The following are considered payments:

• Cash, Check, Money Order, or payments made by VISA or MasterCard.
• Student loan proceeds that have been received by the Office of Administrative Services. Students must apply for loans at least six weeks prior to the beginning of an academic term to ensure that their loan proceeds are received by the university before classes begin.
• Scholarships and grants awarded by Concordia’s Financial Aid Office.
• A letter of financial guarantee from a sponsoring embassy or agency.

Please note:

• A service charge of up to $95 per semester is assessed to participate in a monthly deferred-payment program. Additional information regarding terms of this program can be obtained from the Office of Administrative Services.
• Failure to make satisfactory payment arrangements may result in voiding academic registration.
• No student will be permitted to register for a semester of study with a past due balance. Diploma, transcripts, and grades will be withheld until payment is made in full.
• Past due accounts will be subject to late payment charges of 1.5% per month on the outstanding balance.
• If a student’s account becomes delinquent, the student agrees to give Concordia University permission to seek legal remedy including, but not limited to, identifying and contacting present and future employers to
receive information for purposes of collection of the debt. Collection fees, attorneys’ fees, and other collection costs will be paid by the student.

- Upon registering for classes at Concordia University, each student is obligated to pay tuition and fees, and agrees to, and is bound by, the payment policy described above.

Refund Policy

Students are admitted to Concordia University with the understanding that they will remain enrolled until the end of the scheduled enrollment period (academic term) unless unforeseen circumstances necessitate their withdrawal. Under certain circumstances, if a student decides to withdraw from Concordia University or from individual courses, a refund of tuition and fees and a return of financial aid funding may be due.

- A student withdrawing from all courses during the first three days of any academic term receives 100% refund of tuition, academic fees, and room fees for that term. All financial aid is cancelled for the term.
- In order to receive a full refund for an online class the class must be dropped no later than the first working day following the start (or weekend) date of the course.
- Federal regulations require that a pro-rated Return of Title IV Funds be calculated for any student receiving federal Title IV aid (Pell Grant, SEOG Grant, Perkins, Stafford, or PLUS Loans) if the student withdraws from all courses prior to the 60% completion point of the academic term (as measured in calendar days). If a student has received a cash disbursement of federal aid before the total disbursed amount has been earned, repayment will be due from the student to Concordia University.
- Any student withdrawing from all courses after the third day and prior to the 60% completion point of the academic term (as measured in calendar days) receives a pro-rated refund of tuition, academic fees, and room fees for that term. The university receives the same pro-rated refund on institutional grants and scholarships awarded to the student for the term. For estimate purposes, the refund percentage is approximately 85% during the second week of any standard academic Fall or Spring term and declines approximately 6% during each succeeding week up to the end of the 9th week, although actual refund is calculated according to the Return of Title IV Funds daily percentage requirement. Weekly refund percentages vary during the Summer term or in any of the academic programs whose terms are different than the standard academic Fall or Spring terms.
- Return of Title IV aid and refund of institutional charges are calculated on the day the student begins the Withdrawal and Clearance Process in the Registrar’s Office. If a student withdraws without beginning the Withdrawal and Clearance Process, federal regulations allow for a 50% return of Title IV aid.
- Any student withdrawing from all courses after the 60% completion point of the academic term for medical reasons, required military service, or death of an immediate family member, may be eligible for a pro-rated refund as determined by the Student Services office.
Any student withdrawing from all courses receives a pro-rated refund of any unused amount on a meal plan.

Any student who withdraws from one or more courses prior to the end of the term, but who remains enrolled in other course(s), receives 100% tuition for all courses dropped during the first two weeks of the term. After the end of the second week, refund is calculated as follows:

- A student who drops on or before the first meeting date of the course receives 100% refund of tuition and academic fees, except in the case of one-weekend seminars (251/451/551 seminars) which require withdrawal one week before the seminar weekend to receive a refund.
- A student who withdraws after the first meeting date, but before the second meeting date, receives 50% refund of tuition and academic fees.
- A student who withdraws after the second meeting date receives no refund.
- For on-line courses, the third day of the first week of the course is equivalent to the second meeting date of the course.
- Any tuition refund is allocated pro rata to its payment source (financial aid, personal resources, etc.)

Refunds for students enrolled in the BS Business program will be calculated according to the policy listed in the BS Business Student Handbook.

Refund calculations during any Summer or Interim term may be adjusted to correspond with the length of the term. Refer to the Summer schedule for details.

Students who reside in university residence halls and withdraw from the university are refunded housing fees on the same basis as noted above.

New students who elect to voluntarily move from university housing after the first three days of the term will not be refunded any fees. New students leaving within the first three days will be refunded 100% of their housing fee, but will be assessed a $250 cancellation fee.

All refunds are based on the day that withdrawal forms are properly submitted to the Registrar’s Office.

**FINANCIAL ASSISTANCE**

**Basis for Student Financial Aid**

The primary responsibility for paying for a college education belongs to students and to the families of dependent students. However, Concordia realizes that most students and families are not able to pay the full cost of attending private universities such as Concordia. The CU financial aid programs help or assist to make up that difference between what families should reasonably be expected to provide and the total cost of attending Concordia. Each year, Concordia provides aid to over 85% of eligible students.
Eligibility for Aid

Students who are admitted to a degree or education licensure program at Concordia are eligible to apply for financial aid. Many of the financial aid programs at Concordia are restricted to those students who have demonstrated financial need to attend college. All need-based aid programs are restricted to students who are citizens or nationals of the United States, certain residents of the Pacific Islands, permanent residents of the United States, or students in the United States for other than a temporary purpose with the intention of becoming permanent residents. All non-citizens of the United States must provide appropriate documentation from the Immigration and Naturalization Service before receiving aid.

How to Apply for Financial Aid

Concordia requires that all students applying for financial aid file a Free Application for Federal Student Aid (FAFSA) each year. The FAFSA is available online, from high school guidance and counseling offices, or from any college financial aid office, including Concordia’s.

Once the FAFSA is filed, a Student Aid Report (SAR) is produced. The SAR reports the amount that the student and family are expected to contribute toward educational expenses. This calculated contribution is subtracted from the Cost of Attendance budget established by Concordia to determine demonstrated financial need. In many cases, a financial aid package will offer financial assistance to meet 100% of demonstrated financial need.

Primary Types of Financial Aid

Concordia’s financial aid package combines three basic types of aid: grants and scholarships, student loans, and college work/study opportunities. Most often, over half of demonstrated financial need is provided through grants and scholarships (gift aid which need not be repaid); the remaining eligibility is available through a combination of student loans and college work/study opportunities.

Certain scholarships, awards, and talent grants may be awarded on criteria other than demonstrated financial need (e.g., specific program enrollment, academic achievement). These scholarships, awards, and grants will be calculated and included with need-based grants in determining the total financial aid package. Generally, scholarships, awards, and talent grants increase gift aid and decrease student loan and college work/study eligibility.

Grant and Scholarship Programs

College Funding Sources*

- Concordia Student Grant
- Sylwester LCMS Church Work Family Award
- Lutheran High School Graduate Award
- Endowment Grants
• Honors Scholarship
• President’s Scholarship
• Regents’ Scholarship
• Dean’s Scholarship
• University Award
• LCMS Professional Church Work Grants
• Athletic Scholarships
• Handbells Scholarships
• Phi Theta Kappa Scholarships
• PGE Scholarships
• Choir Scholarships
• Lutheran Pastor Family Award
• Leadership Scholarships
• Kaiser Permanente/Concordia University Nursing Scholarship

* College Funding Sources are not available to students enrolled in the Master’s programs or BS programs in Business, Health Care Administration or Social work.

Government Funding Sources†

• PELL Grant
• SEOG Grant
• Academic Competitiveness Grant (ACG)
• SMART Grant
• Oregon Opportunity Grant

† Government Grant Funding Sources are not available to students enrolled in the Master’s programs.

Student Loan Programs

• Federal Family Education Loan Program
  o Stafford Loan
  o Parent PLUS Loans
• Federal Perkins Loan
• Private Alternative Loans

College Work/Study

College Work/Study opportunities include on-campus jobs funded by the Federal Title IV College Work/Study program and on-campus jobs funded from college sources. Additionally, there is some assistance for students in finding some off-campus jobs from local employers or individuals.

Additional scholarships can be researched at:

- www.finaid.org
- www.fastweb.com
- Oregon students
Other Types of Financial Assistance

Local Organizations, Businesses, and Clubs

Many local organizations, companies, and clubs offer programs to provide assistance to college students. All students are urged to seek information about such assistance from their advisor, financial aid officers, employers, and other personal or professional relations.

Congregations and the Lutheran Church

Many congregations and most districts of the Lutheran Church-Missouri Synod offer special grant programs to students preparing for professional church work careers. All church work students are urged to contact their pastors and their district financial aid officers regarding availability of these programs.

Veterans Administration

Academic programs offered at Concordia are approved by the Veteran’s Administration (VA). Veterans and other persons eligible for educational benefits may obtain application forms at the nearest VA office or the Concordia University Registrar’s Office. Completed applications can be sent to the Registrar’s Office for processing.

Satisfactory Academic Progress

All students receiving financial assistance from the University, State Scholarship Programs, or Federal Student Aid Programs must maintain Satisfactory Academic Progress by achieving and maintaining a minimum cumulative GPA of 2.0 by the time they have earned the equivalent of 60 semester credit hours. In addition, students in Bachelor’s degree programs must complete their program within 186 attempted credits, and students in associate’s programs must complete their program within 93 attempted credits. Students must earn credit for at least 67% of their cumulative hours attempted, measured at the end of each Spring term. Earned credits include those courses graded as “A”, “B”, “C”, “D”, or “P” including those with a “+/-.” Courses graded as “F”, “NP”, “I”, or “W” do not count as credits earned, but they do count as credits attempted for financial aid and Satisfactory Academic Progress purposes. When a course is repeated, only the grade and hours attempted and earned for the last attempt will be used in determining Satisfactory Academic Progress. Only 100-level or above courses are counted toward graduation requirements and are used in measuring Satisfactory Academic Progress.

Specific effects of unsatisfactory progress, as well as appeal procedures, are distributed with each financial aid award and are also available in the Financial Aid Office.
ACADEMIC INFORMATION AND POLICIES

It is the student’s responsibility to become familiar with the regulations of the university, in particular, the requirements for graduation, and to assure that these requirements are met.

Privacy Rights of Students (FERPA)

The Family Educational Rights and Privacy Act (FERPA) of 1974, is a Federal law that applies to educational agencies and institutions that receive funding under a program administered by the US Department of Education. The statute is found at 20 U.S.C. § 1232g and the Department’s regulations are found at 34 CFR Part 99.

In accordance with FERPA, as amended by P.L. 93-380, Concordia University grants all the rights under the law to all enrolled students. Enrollment begins on the first day of the first course taken at Concordia University and extends until the student graduates. The act establishes the rights of currently enrolled, eligible students to inspect and review their educational records; and provides guidelines for the correction of inaccurate or misleading data through informal and formal hearings. No one outside the institution shall have access to, nor will the institution disclose any personally identifiable information from any student’s educational records without the written consent of students except to university officials, to persons in compliance with a judicial order, and to persons in an emergency in order to protect the health and safety of the student or other persons. All these exceptions are permitted under FERPA law. Please be assured that Concordia University uses discretion when releasing information and does not routinely give out addresses, telephone numbers, or email addresses.

At its discretion, Concordia University may provide Directory Information in accordance with the following FERPA provisions: Student name, address, phone, dates of attendance, degrees and awards received participating in officially recognized activities and sports, weight and height of members of athletics teams, and theses title/topics. Concordia also considers photographs to be Directory Information. As such, release of photographs is also provided. Concordia University’s primary use of ‘directory information’ is in writing press releases for students involved in music, drama, athletics or representing Concordia University in other public capacities.

The University may disclose directory information without the student's prior written consent, unless the student notifies the university by completing a Student Directory Exemption Form located in the Registrar's Office. Please note that such withholding requests are binding for all information to all parties other than for educational purposes. Students should consider all aspects of a Directory Exemption prior to filing such a request. Request for nondisclosure will be honored by the institution for only one academic year commencing with fall semester; therefore, the exemption form must be filed annually in the Registrar’s Office within the first two weeks of the fall semester.

Get more information concerning FERPA or contact the Registrar.
Information Not Disclosed

According to the American Association of Collegiate Registrars and Admissions Officers (AACRAO), the following is not considered directory information and may not be disclosed in any way (except to a school official with a legitimate educational interest, or to a third party with a signed and dated consent from the student):

- Student identification numbers
- Social Security numbers
- Ethnicity / race / nationality

If an individual requests student information not included under the term “directory information”, the university must obtain written permission (signed and dated) from the student before disclosing this information.

Academic Integrity at Concordia University

A college degree prepares people to serve as professionals in society. All professions expect that their members conduct their work with integrity and character, for their work affects the whole fiber and strength of the society. As part of Concordia’s goal to prepare students to be leaders for the transformation of society, students are expected to pursue their studies with integrity and character. By choosing to attend Concordia, students agree to the following statements and practices.

Purpose

The Code of Academic Integrity at Concordia University reflects the community’s values of honesty and integrity in the work of all scholars and students. Students are charged to honestly complete and present their work under the terms specified by the instructor. As a Christian community, the covenant of trust pledged among community members is honored, and the values expressed in Philippians 4:8-9 are modeled:

“Whatver is true, whatever is honorable, whatever is just, whatever is pleasing, whatever is commendable, if there is any excellence and if there is anything worthy of praise, think about these things. Keep on doing the things that you have learned and received and heard and seen in me, and the God of peace will be with you.”

Statement of Academic Integrity

As a member of the Concordia University community, I will neither engage in fraudulent or unauthorized behaviors in the presentation and completion of my work nor will I provide unauthorized assistance to others.

Explanation

What does “fraudulent” mean?

“Fraudulent” work is any material submitted for evaluation that is falsely or improperly presented as one’s own. This includes, but is not limited to texts, graphics, and other multi-media files appropriated from any source,
including another individual, that are intentionally presented as all or part of
a student’s final work without full and complete documentation.

What is “unauthorized” assistance?
“Unauthorized assistance” refers to any support students solicit in the
completion of their work that has not been either explicitly specified as
appropriate by the instructor, or any assistance that is understood in the
class context as inappropriate. This can include, but is not limited to: use of
unauthorized notes or another’s work during a proctored test; use of
unauthorized notes or personal assistance in a take-home exam setting;
inappropriate collaboration in preparation or completion of a project;
unauthorized solicitation of professional resources for the completion of the
work.

Breach of Academic Integrity: Sanctions Process

If an instructor perceives that a student has committed a breach in academic
integrity, the student and instructor meet to discuss the event.

That event is resolved as follows:

- It is determined that no breach in academic integrity has been committed.
  (In the case of perceived plagiarism, i.e. faulty or incorrect documentation,
  the student may be required to re-do parts of the paper or the paper may be
  graded down.)
  OR
- It is determined that a breach in academic integrity has occurred. The
  student receives a “0” for the assignment and documentation (Academic
  Breach Reporting Form and evidence) of the event is sent to the Registrar’s
  Office and placed in the student’s file.
- In the case of a second breach in academic integrity in the same class, same
  semester, the student is dismissed from the class, and the student receives an
  “F” grade in the course without opportunity to withdraw. The instructor
  sends an Academic Breach Report and evidence to be placed in the student’s
  file.
- When documentation for two cumulative breaches has been recorded with
  the Registrar’s office, the student is placed on academic probation.
- When documentation for three cumulative breaches has been recorded

Appeals Process

If a student believes that the determination of a breach is in error, s/he has the right
to appeal the decision, accordingly:

- The appeal, with appropriate documentation, must be delivered to the chair
  of the Academic Integrity Appeals Committee within 72 hours of action taken
  by an instructor which identifies a breach in academic integrity. Proposed
  members of the Academic Integrity Appeals Committee include: two
  students appointed by ASCU President, two faculty members appointed by
the CLC Chair, and a college Dean (rotating) as chair. The committee then
determines whether to repeal or uphold the decision.

- If the decision is upheld, the student may appeal again to the Provost, and
then, if they choose, the President of the University. The President’s decision
is final.
- If the decision is repealed, the record for the breach is erased and the student
continues work in the class with no penalty.

Students indicate consent to the Academic Integrity Policy (and all policies and
guidelines of the university contained in all official handbooks and the university
catalog) when they sign their application for admission to Concordia.

ACADEMIC INFORMATION AND POLICIES (alphabetical)

Academic Credits and Load

Concordia’s unit of credit is the semester hour, normally granted for the satisfactory
completion of a course meeting one period (50 minutes) per week for one semester.
Students can anticipate that one credit usually connotes 15 hours of course meeting
time and 30 hours of outside or laboratory work over the semester. One credit in an
online course can assume 30-45 hours of work for the semester.

The normal academic load is 15-17 credits per semester. The maximum load is 18
credits. However, students who have demonstrated superior academic achievement
may work with their advisor to determine the efficacy of taking more than 18
credits. In order to be considered a full-time undergraduate student, students must
carry a minimum of 12 credits.

Academic Grievance

Procedures for student grievances (e.g., concerns over grades, grading policies,
grading practice, course design) are delineated in the cu Student Handbook. These
procedures are designed to provide a mechanism by which students can seek to
express concerns, disagreements, or complaints about a faculty member, and seek
redress of perceived injustice, harassment, discrimination, or inequity. Students are
couraged to start by discussing concerns face-to-face with the faculty member in
an attempt to resolve issues. Students should also consider discussing concerns
with his/her academic advisor or a professional staff person in Student Services.
This will provide an opportunity to review the appropriate university policies and
practices related to the student’s concern.

Adding and Dropping Courses

No course can be added after 10% of the class sessions have convened. In no case
may a course be added after the second week. Adding courses must be approved by
both the instructor and the student’s academic advisor.

A student may drop a course during the first two weeks of a semester without
transcript notation. If a student drops a course between the beginning of the third
week and the end of the tenth week, the instructor will issue a grade of “W” (withdrawn). After the tenth week, a student will not be allowed to withdraw from a course unless unusual circumstances exist.

**Advanced Placement**

Concordia University grants advanced placement to students who obtain necessary qualifying scores on Advanced Placement Tests administered by the Educational Testing Service. Complete details are available from the Registrar's Office.

**Audit**

Students desiring to take a course as an audit rather than for credit can indicate their intention to do so during the registration period by filling out a form for this purpose. Policies regarding the addition or dropping of a credited course also apply to audited courses. Audit tuition is charged at a lower rate. No class may be changed to an audit after the end of the second week of classes in that particular semester.

**Automatic Drop**

Students who have not attended any of their registered classes by the second Friday of any term, and who have not notified their instructors of the reason for their absences, will be automatically withdrawn from all their classes.

**Class Attendance**

Policies governing absences and tardiness are determined by individual instructors and are announced at the beginning of the course or in the course syllabus.

**Class Rank**

Students will be classified for official purposes into classes according to the following guidelines:

- Students who have earned 29.5 or fewer hours in courses numbered 100 or above are classified as Freshmen
- Students who have earned 30 to 59.5 hours in courses numbered 100 or above are classified as Sophomores
- Students who have earned 60 to 89.5 hours in courses numbered 100 or above are classified as Juniors
- Students who have earned 90 or more hours in courses numbered 100 or above are classified as Seniors

**College Level Examination Program (CLEP)**

Concordia University grants credit for CLEP exams in the following areas: business, composition and literature, foreign languages, history and social sciences, science and mathematics. Information regarding minimum score requirements and approved exams is available in the Registrar's Office.
**Computer Requirements**

- Ready access to adequate computing resources has become essential for student success in higher education.
- *Get the current recommended university personal computer guidelines*

**Concurrent Enrollment**

Matriculating students at Concordia University who wish to take concurrent coursework at another institution, to be applied toward graduation at Concordia University, should consult with their advisor, financial aid staff, and the Registrar before enrolling in such courses. If students do not receive such approval, these courses may not apply to graduation requirements.

**Completion of BA and BS Freshman English Sequence**

Students in BA and BS programs are required to complete the Freshman English sequence or its equivalent before registering for 300- or 400-level courses. Bachelor’s degree transfer students who have not yet completed these requirements will be allowed to enroll in upper-division courses while concurrently enrolled in the appropriate Freshman English courses.

**Course Numbering System**

The course numbering system describes the level of experience and difficulty of each course. Course numbers 100 to 299 are considered lower division courses, generally geared towards freshmen and sophomores. Courses numbered 300 to 499 are upper division courses, and designed for juniors and seniors pursuing a major and its supporting courses. While some 300 and 400 level courses may not list any pre-requisites, advisors work with students to ensure enrollment in courses in a sequence that enables greatest success.

Graduate courses carry a 500 or 600 number. Courses in the 800 sequence are awarded limited graduate seminar credit, and are designed to meet professional development needs. Continuing Education courses, awarded CEUs only, will carry the CEU prefix.

**Online Courses**

An increasing number of courses are available in an online format. Those courses will be designated with a “w” (e.g., WR 121w) in the course schedules.

**Experimental Courses**

Courses that have an “E” (e.g., BA399E) are experimental courses.

Courses that have an “H” (e.g. ENG 121H) are honors courses. Students must be admitted to the Honors Program in order to qualify to take honors courses.
Credit by Exam

Students may receive credit for course work they have not taken by passing an examination in the subject area devised by the appropriate department. Individual departments may choose to offer, or refuse to offer, the opportunity to allow students to gain credit in this manner. Applications for credit by exam can be obtained in the Registrar’s Office.

Dean’s List

Students who attain a grade point average of 3.50, with a minimum of 12 graded credits (Quality Hours Attempted) for a semester, are placed on the Dean’s list.

Directed Study

If a student, through no fault of his or her own, should be unable to complete a specific program or institutional requirement, he or she may petition to utilize the directed study as a “last option.” Guidelines and petitions for a directed study may be obtained from the Registrar’s Office. A flat fee of $300 will be assessed to any directed study course. This course fee will be in addition to any tuition fee assessed for the credit hours enrolled.

Double Major

Students must complete all of the requirements for each major, concentration, or minor in order to receive two majors, concentrations, or minors. Students desiring a double major, concentration, or minor may do so if a minimum of 50% of the required hours for each major, concentration or minor are unique. If additional courses are required to complete 50% of a major, concentration, or minor, the department chair will inform the Registrar about which courses will be added to meet the requirement.

Eligibility

Eligibility of students that are on academic probation who wish to participate in co-curricular activities such as student government, music, athletics or drama will be determined in consultation with the student’s advisor, unless the activity has special eligibility requirements. In addition, if the student is subsequently dismissed and readmitted, the student is not eligible to participate in the co-curricular activities until such time as the student is off academic probation.
Grades and Quality Points

The student's work is evaluated each semester according to the following scale:

<table>
<thead>
<tr>
<th>Grade</th>
<th>Quality Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>4.0</td>
</tr>
<tr>
<td>A-</td>
<td>3.7</td>
</tr>
<tr>
<td>B+</td>
<td>3.3</td>
</tr>
<tr>
<td>B</td>
<td>3.0</td>
</tr>
<tr>
<td>B-</td>
<td>2.7</td>
</tr>
<tr>
<td>C+</td>
<td>2.3</td>
</tr>
<tr>
<td>C</td>
<td>2.0</td>
</tr>
<tr>
<td>C-</td>
<td>1.7</td>
</tr>
<tr>
<td>D+</td>
<td>1.3</td>
</tr>
<tr>
<td>D</td>
<td>1.0</td>
</tr>
<tr>
<td>D-</td>
<td>0.7</td>
</tr>
<tr>
<td>F</td>
<td>0.0</td>
</tr>
<tr>
<td>P (“C” or better)</td>
<td>None</td>
</tr>
<tr>
<td>NP (No Pass)</td>
<td>None</td>
</tr>
</tbody>
</table>

Graduation Requirements

All Bachelors’ degrees at Concordia carry the following requirements that must be met before a student can participate in the commencement ceremony:

- A minimum of 124 semester hours of 100-level or above courses
- At least:
  - 30 of the 40 final hours (excluding credit given by exam and PLA) must be completed at Concordia
  - 50% of the credits required for a major must be completed at Concordia
  - 45 hours must be earned in 300 to 400 level courses
  - A 2.0 cumulative GPA must be earned
- No more than 20 credit hours can be earned from non-mandatory Pass/No Pass courses
- No grade below a “C” will be accepted in a course that counts toward completion of a major or minor. Students who receive a “C-“ or lower in a major or minor course must retake the course and earn a “C” or higher for the course to count toward completion of a major or minor.
- No grade below a “D” will be accepted in a course that counts toward completion of a general education requirement. Students who receive a “D-“ or lower in a general education course must retake the course and earn a “D” or higher for the course to count toward completion of a general education requirement.
While 2.0 GPA and 124 earned hours are minimums to receive a Bachelor's degree, some majors carry different requirements. Refer to major requirements for specific details and to identify exceptions.

**Graduation Application**

An application for graduation must be turned in to the Registrar's Office no less than two semesters before the student wishes to graduate.

**Graduation Honors**

Undergraduate honors are awarded based on the student’s academic work at Concordia and on that earned within ten years prior to the student’s admission to Concordia. Diplomas are granted with three grades of distinction as follows:

- Summa Cum Laude to students with a 3.90-4.0 cumulative grade point average
- Magna Cum Laude to students with a 3.70-3.89 cumulative grade point average
- Cum Laude to students with a 3.50-3.69 cumulative grade point average

**Inclement Weather Policy**

Because the student’s safety is of primary importance to the university, all students must determine their ability to travel to the university when conditions are hazardous. If a student feels it is not safe to travel to classes, s/he should contact instructors at the earliest possible time.

In instances of inclement weather, the decision to cancel classes will be determined by the Provost and be broadcast on local radio/TV stations as well as posted on the Concordia University web site. Please refer to the student handbook for a listing of local radio/TV stations that carry this information.

**Incomplete Courses**

Students are expected to complete all of the work for a course within the allotted time, generally one semester. However, there may occasionally be extenuating circumstances which prevent a student from completing a course. In those cases, the following process will be utilized:

- The student will initiate a meeting with the instructor to explain the extenuating circumstances. The student will also share a plan with timeline for how s/he intends to complete work still required.
- The instructor will use professional discretion to determine whether a grade of “I” should be awarded.
- At the time a grade of “I” is assigned, a back-up grade is provided by the instructor which reflects that grade the student will receive if the additional work is not completed.
- When the student completes the work, the instructor submits a “Change of Grade of Incomplete” to the Registrar’s Office.
- The grade of “I” is granted for a period of up to one academic term. If a Change of Grade form is not received, grades of “I” will be converted to the backup grade at the end of the subsequent term (including summer term).

**Independent Study**

The independent study is designed for students to formulate unique and challenging courses of study which are not already offered at Concordia. Guidelines and petitions for independent studies are available in the Registrar’s Office. A flat fee of $300 will be assessed to any independent study course. This course fee will be in addition to any tuition fee assessed for the credit hours enrolled.

**In-Progress Grade**

A number of courses at Concordia by design extend beyond one semester (internships, practica, research). At the end of the first semester, the instructor will grant a grade of In-Progress (IP). The IP can be used for up to two terms, with a final grade granted at the end of the second or third term.

**Leave of Absence**

A student who must request a leave of absence from studies for any reason should contact their program director or the Dean of Students.

**Option Hours**

Students may elect to earn an additional hour of credit in a course for which they are currently registered by completing additional work outlined by the instructor. An option hour agreement needs to be filled out and approved by the instructor and department chair and returned to the Registrar’s Office by the second Friday of the semester in which the student intends to pursue the study.

**Pass/No Pass Policy**

Bachelor's-level courses at Concordia may be taken on a Pass/No Pass basis (“Pass” meaning the award of a C or better in the course), provided the student fills out the necessary form, receives the signatures of the instructor and the Registrar, and submits the Pass/No Pass form to the Registrar’s Office no later than the ninth Friday of the semester. Pass/No Pass courses cannot be taken in major or minor areas of concentration.

No more than six semester hours per term, exclusive of those designated as mandatory Pass/No Pass by the instructor, may be taken in Pass/No Pass courses. Exceptions to this policy include student teaching, DCE internship, business internship and all departmental practica. Courses used to fulfill English and Humanities General Education requirements may not be taken Pass/No Pass. Courses successfully completed as Pass/No Pass count toward graduation but are
not used in computing a student’s GPA. Once the request is submitted, a student may not change a “P” or “NP” to a grade. A maximum of 20 hours may be taken as Pass/No Pass courses.

**Paper Format**

All papers turned in as class assignments are required to be word processed unless otherwise approved by the instructor. Some departments abide by rules that govern the proper format (e.g., MLA, APA) for work submitted within their disciplines. Students may inquire of instructors regarding the applicability of professional formats to assigned work.

**PLA (Prior Learning Assessment)**

Students in select B.S. programs have the opportunity to receive academic credit for skills and knowledge acquired and used outside the classroom. PLA requires the student to articulate and document those skills and knowledge in competence essays following nationally structured standards. To get started, students participate in BA/HCA 299, an introductory seminar.

PLA is designed for those who work well independently who have substantial "real-world" experience. For more information, see the PLA coordinator in the School of Management.

**Probation/Dismissal/Appeal Process**

In order to remain academically eligible for enrollment, an undergraduate student must maintain a minimum cumulative and term grade point average of 2.00. Students failing to achieve these minimums at the end of each semester, including summer, are automatically placed on Academic Probation. If, in the succeeding semester, the student fails to meet the minimum standard (term and/or cumulative) for grade point average, the student will be dismissed.

Students participating in co-curricular activities may have the opportunity to participate during the first term of probation contingent upon filing an Academic Probation Plan of Action (APPA) with all the required signatures, agreeing to the conditions outlined in the APPA, and abiding by the APPA during the probationary term. Students in the second consecutive term of academic probation are not eligible to participate in co-curricular activities.

Beginning freshmen not admitted conditionally are allowed two semesters of academic probation at 1.80 (term and/or cumulative) or below before dismissal is administered.

The student has the right to appeal academic dismissal through the Vice Provost. The student will be required to be present during the appeal process unless excused previously by the Vice Provost for extenuating circumstances. In any case, the student must make a written appeal. If a student is readmitted, s/he will be placed
on academic probation preventing any participation in co-curricular activities such as choir, drama, and athletics for that semester.

All readmitted students are required to take a maximum of 12 credits during the first term of readmittance. In addition, readmitted students will be required to meet with the appropriate support personnel assigned by the Academic Hearing Committee during their probation semester.

**Repeat Course**

A student may repeat any course. A course taken at Concordia University-Portland must be repeated at Concordia University-Portland if it is intended to replace an earlier grade. When a course is repeated, only the grade and credit hours for the last attempt will be used in computing the grade point average, quality points, and credit. Both attempts and grades will be recorded on the transcript.

**Second Bachelor’s Degree**

For those who have already received a Bachelor’s degree from other institutions, and who wish to earn a second Bachelor’s degree at Concordia, it is important to uphold the integrity of the original degree while also recognizing unique requirements at Concordia, particularly in the general liberal arts requirements. In order to earn a second Bachelor’s degree at Concordia, the following requirements must be addressed:

- A student must complete 30 of the final 40 hours (excluding credit by exam and PLA) at Concordia.
- At least 50% of the credits required for the major must be completed at Concordia.
- A student has met all requirements for the chosen concentration and/or minor.
- A student has met all general education requirements.
- A student may petition to waive up to ten hours of these requirements. The request may be granted when it appears that deletion of these hours will not substantially detract from Concordia’s unique concept of liberal arts studies. The Registrar, who may consult with the Academic Policies Committee, will render the final decision.

**Seminar Courses**

Each department can offer a lower division and upper division seminar course each semester. These courses usually are on a current topic of interest for those pursuing a particular major. The specific designation given to seminars usually is 251/451 (e.g., BIO 451) or 288/488 (e.g., REL 288), although the course number varies in some departments. Seminars are offered pass/no pass only, with the “P” being equivalent to a letter grade of “C” or higher. Students can receive no more than four credits per term in seminar courses. A maximum of nine seminar credits can be applied toward the 124 credits required of undergraduates, with a maximum of two seminar credits used to meet any category of General Education requirements.
Note: Humanities seminars are an exception to the P/NP rule.

Transfer Courses

Full-time students at Concordia who wish to take a course at another institution, to be applied toward graduation at Concordia University, must consult with the student’s advisor before enrolling in such courses. If students do not receive such input, these courses may not apply to graduation requirements.

GENERAL EDUCATION REQUIREMENTS

Desired Student Outcomes

The liberal arts core is designed to give students a broad understanding of the world in a progressive environment that integrates the best of learning theory and technology. Specific outcomes of the general education curriculum are -

1. Critical Thinking/Problem Solving Goal: Students will be skilled observers who can formulate meaningful questions, propose creative solutions, and utilize Information and knowledge for personnel and professional growth.

1.1 The ability to ask relevant questions, probe dilemmas, identify and define problems and information needs, and move toward insights and potential solutions in various life situations.
1.2 The ability to access information resources in various formats and evaluate information so as to distinguish between fact, opinion, theory, and judgment in personal and professional settings.
1.3 The ability to use tools of logic (inductive, deductive, and analogical reasoning) as well as intuition in problem solving and decision-making.
1.4 The ability to select, formulate, and creatively apply appropriate research tools and strategies.
1.5 The ability to assess, interpret and evaluate numerical data.
1.6 The ability to apply appropriate technologies in the information gathering and problem solving processes.
1.7 The ability to integrate personal and theoretical experiences when problem solving to reach reasoned judgments and action.

2. Communication Skills Goal: Students will understand the complexities of dynamic human exchange and learn to effectively express their responses in a variety of communication media.

2.1 The ability to read, view, and listen critically in order to extract the intended meaning of a communication.
2.2 The ability to understand and apply complex means of literary expression (e.g., humor, irony, paradox, allegory, and simile) in textual and other modes of expression.
2.3 The ability to process communications actively, aesthetically, and critically in order to engage in the thought and world of someone else.
2.4 The ability to speak with confidence and competence in a variety of communication settings, ranging from the personal and extemporaneous to the more formal, employing a variety of rhetorical modes and technological tools.
2.5 The ability to appreciate and understand verbal and non-verbal communication across social and cultural boundaries.
2.6 The ability to express ideas in writing with clarity, directness and simplicity, employing a variety of rhetorical modes and technological tools.

3. Values Goal: Students will appreciate the beauty and diversity of God’s creation, demonstrate responsible, Christian service to support and preserve that creation and develop a continuing dedication to spiritual and intellectual growth.
3.1 Students will exhibit a commitment to Christian humanistic values and appreciation of God’s world.
3.2 Students will exhibit a strong sense of one’s responsibility to serve God and humanity.
3.3 Students will exhibit an appreciation for a liberal arts philosophy that recognizes the interrelatedness of all knowledge.
3.4 Students will exhibit an enthusiastic commitment to lifelong learning.
3.5 Students will exhibit recognition of the partial and provisional nature of all thought, knowledge, and experience.
3.6 Students will exhibit an appreciation for the diversity of God’s creation, respect for the environment and other cultures, and a sensitivity to the mutual interdependence of all life.

4. **Life Skills**

Goal: Students will acquire and continue to use knowledge and skills which enhance their physical, economic, psychological, and spiritual well-being, laying the groundwork for responsible leisure, satisfying work, and purposeful service within our diverse community.

4.1 The ability to discover, evaluate, and modify one’s own values; articulate them; and to respect those of others.
4.2 The effective utilization of personal integrity that indicates consistency between behaviors and stated values.
4.3 The ability to see others as being as important as oneself and to live respectfully in community with others in a manner consonant with the Christian ethos.
4.4 The ability to interact with persons of diverse cultures and social groups in a manner consonant with the Christian ethos.
4.5 The ability to develop and articulate a life purpose, inclusive of vocational direction and avocations, which reflect a positive worldview.
4.6 The ability to manage the growth process of one’s identity, and the need to manage emotions, develop relational interdependence, and accept responsibility for personal choices and decisions.
4.7 The development of personal skills such as time and stress management.
4.8 The development of interpersonal skills for working cooperatively with others in face-to-face and mediated contexts.
4.9 The development of management, leadership and conflict resolution skills in face-to-face and electronically mediated contexts.
4.10 The development of information literacy and technology skills that will enable effective lifelong learning.

5. **Ways of Knowing**

Goal: Students will broaden their frames of reference to include not only the self but history, social systems, sciences, mathematics, philosophy, music, literature, the arts, and religion to help them make sense of their experiences, attain their goals, and appreciate the world around them.

Objectives: Students will be able to utilize current theories and information about . . .

5.1 The self, in its principal dimensions – physical, psychological and spiritual.
5.2 The past, as a means of understanding how prior experiences effect the present and the future.
5.3 Social systems as means to understand the complexities of our own and other cultures.
5.4 Sciences, as means of understanding the functioning of the universe and the interactions of its parts.
5.5 Mathematics and philosophy, as means of structuring, ordering and influencing our experiences.
5.6 Music, literature and the arts, as means of artistic expression.
5.7 Religion and ethics, as means of expressing humanity’s relationship with and responsibility toward God, others and creation.
5.8 Technology in furtherance of these ways of knowing.

6. **Synthesis and Evaluation of Knowledge**

Goal: Students will integrate knowledge from the disciplines with the University’s core values to create a broader and deeper context for understanding their life experience and prepare a foundation for the synthesis of new knowledge.
6.1 Students will be able to apply knowledge gained in their course work to new situations, experiences and problems.
6.2 Students will be able to break down complex ideas into simpler parts so as to understand how the parts relate or are organized.
6.3 Students will strive to make reasoned value judgments based on their critical evaluation and analysis of information and identifiable standards or criteria.
6.4 Students will attempt to extend self and societal knowledge by working with the elements of problems/experiences so as to create novel patterns or structures of information.
6.5 Students will understand the ethical, legal and social issues related to the use of information and technology.

Assessment of these outcomes is made at various points in a student’s program of study at Concordia and is designed to provide information to the student to optimize his/her academic progress. To the extent possible, assessment activities are embedded in the day-to-day activities of the curriculum.

Bachelor of Arts — Freshmen (48 Credit Hours)

- Communications (8)
  o WR 121 English Composition (3)
  o ENG 202 Speech (2)
  o Choose one:
    ▪ WR 303 Rhetorical Approaches to Literature and Culture (3)
    ▪ WR 304 Creative Non-Fiction: Art of the Essay (3)
    ▪ WR 305 Journalism and Feature Writing (3)
    ▪ WR 306 Technical Writing (3)
- Fine Arts (4)
  o Choose one:
    ▪ MUS 121 Music Appreciation (2)
    ▪ ART 121 Art Appreciation (2)
    ▪ TA 206 Introduction to Theatre (3)
  o Fine Arts Studio electives (2)
- Humanities (10)
  o HUM 151 Ethics and Citizenship (3)
  o HUM 251 Journey from the Premodern to the Post-modern World (3)
  o HUM 351 The Global Village and the Challenge of Diversity (3)
  o HUM 288/488 Seminar (1)
- Mathematics (3)
  o MTH 110 Math for Life (3)
- Natural Sciences (6)
  o SCI 110 Introduction to Science (3)
  o Science elective (3)
- Physical Education (3)
  o HPE 260 Health and Fitness for Life (2)
  o Lifetime leisure activity (.5)
  o Group activity (.5)
- Religion (10)
  o Choose one:
    ▪ REL 211 History and Literature of the Old Testament (3)
    ▪ REL 221 History and Literature of the New Testament (3)
  o REL 371 Introduction to World Religions (2)
  o REL 401 Faith for Life (3)
  o Religion electives (2)
- Social Sciences (4)
  o PSY 201 Principles of Psychology (3)
  o Social Sciences elective (1) includes economics, geography, US history, political science, psychology and sociology.
Bachelor of Arts — Transfer Students (48 Credit Hours)

- Communications (8)
  - WR 121 English Composition (3)
  - ENG 202 Introduction to Speech (2)
  - Choose one:
    - WR 303 Rhetorical Approaches to Literature and Culture (3)
    - WR 304 Creative Non-Fiction: Art of the Essay (3)
    - WR 305 Journalism and Feature Writing (3)
    - WR 306 Technical Writing (3)
- Fine Arts (4)
  - Art, music, theatre arts electives (4)
- Humanities (10)
  - HUM 351 The Global Village and the Challenge of Diversity (3)
  - Humanities electives (7)
    - includes history of art or music, literature, non-US history and western or world civilization
- Mathematics (3)
  - MTH 110 Math for Life (3)
- Natural Sciences (6)
  - Lab Science electives (3)
  - Science electives (3)
- Physical Education (3)
  - HPE 260 Health and Fitness for Life (2)
  - Lifetime Leisure activity (.5)
  - Group activity (.5)
- Religion (10)
  - Choose one:
    - REL 211 History and Literature of the Old Testament (3)
    - REL 221 History and Literature of the New Testament (3)
  - REL 371 Introduction to World Religions (2)
  - REL 401 Faith for Life (3)
  - Religion Electives (2)
- Social Sciences (4)
  - Economics, geography, US history, political science, psychology and sociology

Bachelor of Arts — Non-native Speakers of English (48 Credit Hours)

- Communications (11)
  - WR 107 English Composition ESL (3)
  - WR 121 English Composition (3)
  - ENG 202 Introduction to Speech (2)
  - Choose one:
    - WR 303 Rhetorical Approach to Literature/Culture (3)
    - WR 304 Creative Non-Fiction (3)
    - WR 305 Journalism and Feature Writing (3)
    - WR 306 Technical Writing (3)
- Fine Arts (4)
  - Choose one:
    - MUS 121 Music Appreciation (2)
    - ART 121 Art Appreciation (2)
    - TA 206 Introduction to Theatre (2)
    - Fine Arts electives (2)
- Humanities (7)
  - HUM 151 Ethics and Citizenship (3)
  - HUM 251 Journey from the Premodern to the Post-modern World (3)
  - HUM 288/488 Seminar (1)
- Mathematics (3)
• MTH 110 Math for Life (3)

- Natural Sciences (6)
  - SCI 110 Introduction to Science (3)
  - Science electives (3)

- Physical Education (3)
  - HPE 260 Health and Fitness for Life (2)
  - Lifetime leisure activity (.5)
  - Group activity (.5)

- Religion (10)
  - Choose one:
    - REL 211 History and Literature of the Old Testament (3)
    - REL 221 History and Literature of the New Testament (3)
  - REL 371 Introduction to World Religions (2)
  - REL 401 Faith for Life (3)
  - Religion Electives (2)

- Social Sciences (4)
  - Economics, geography, US history, political science, psychology and sociology

**Bachelor of Science — Transfer students (33 Credit Hours)**

- Communications (6)
  - WR 121 English Composition (3)
  - English Communication electives: (3)
    - includes composition or speech (one speech course only)

- Humanities (6)
  - Humanities electives
    - include history of art or music, literature, non-US history and western or world civilization

- Mathematics (3)
  - MTH 110 Math for Life (3)

- Natural Sciences (6)
  - Lab Science Electives (3)
  - Science Electives (3)

- Physical Education (2)
  - Physical Education electives:
    - includes HPE 260, HPE 330 and PE activity courses

- Religion (6)
  - Course requirements vary by major

- Social Sciences (4)
  - Economics, geography, US history, political science, psychology and sociology

**Associate of Arts (29 Credit Hours)**

- Communications (5)
  - WR 121 English Composition (3)
  - ENG 202 Introduction to Speech (2)

- Fine Arts (2)
  - Fine Arts Studio electives: (2) includes art studio, music performance and theatre performance

- Humanities (4)
  - HUM 151 Ethics and Citizenship (3)
  - HUM 288/488 Humanities Seminar (1)

- Mathematics (3)
  - MTH 110 Math for Life (3)

- Natural Sciences (3)
  - Lab Science Electives (3)

- Physical Education (2)
HPE 260 Health and Fitness for Life (2)

- Religion (5)
  - Choose one:
    - REL 211 History and Literature of the Old Testament (3)
    - REL 221 History and Literature of the New Testament (3)
  - Religion electives (2)

- Social Science (4)
  - PSY 201 Principles of Psychology (3)
  - Social Sciences electives (1) includes economics, geography, US history, political science, psychology and sociology

**HONORS PROGRAM**

As an extension of the mission of the university, the Honors Program seeks to create, together with highly motivated students, an on-going community of learners to further their love of learning, devotion to excellence, and commitment to service. The Honors Program:

- Provides an academic challenge for gifted and/or highly motivated students
- Raises the academic profile of the student body and models the notion of Concordia University as a learning community
- Tests out innovative pedagogical methods and new technologies that will benefit all students
- Promotes the idea of learning as a lifelong activity for all students
- Introduces students to sophisticated texts, ideas and issues
- Provides co-curricular activities and intellectual and social enrichment open to all members of the Concordia community

The Honors Program consists of a series of courses offered throughout the undergraduate years. Each of the Honors courses is limited to 25 students to ensure close contact with the professor. All students in the Honors Program are selected based on a variety of criteria including prior academic achievement, evidence of critical thinking skills, and perceived ability to contribute to meaningful classroom discussions.

**Students in the Honors Program will:**

- Promote complex critical thinking skills, including the ability to appreciate paradox and irony.
- Develop highly-crafted communication skills in a variety of modes of communication that embody the notion that learning is a dialogical activity.
- Model the idea of servant leadership.
- Exemplify the notion of life as a learning experience by getting students into the community as an organic part of their classes and extra-curricular activities.
- Integrate knowledge from a variety of disciplines, promote interdisciplinary learning, and embrace learning both inside and outside the classroom.
- Envision learning as a natural human endeavor and promote curricular and extra-curricular learning opportunities across all colleges and majors.
Admission

Honors Program Admission for Incoming Freshmen

Incoming freshmen students will be invited to participate in the Honors Program if they meet minimum test score and GPA standards: 1725 combined SAT and/or 26 ACT, and 3.65 high school GPA on a 4.0 scale. An admission essay and letters of recommendation are also considered. Admission to the Honors Program also provides an academic scholarship equal to half tuition per academic year of qualifying new freshmen studying for a BA degree. Eligibility for renewal of the Honors Scholarship depends on maintaining a cumulative GPA of 3.25, full-time status as a student at CU, enrollment in an average of 7-8 honors credits per year in each of the first three years, and completion of the Honors Capstone Seminar during the senior year.

Honors Program Admission for Current Concordia Students and Transfer Students

Current Concordia students, who are not members of the Honors Program, may enroll in individual honors courses upon the approval of the course instructor(s) and the Honors Program Director. Current Concordia students and transfer students may apply to the Honors Program if they have a 3.5 cumulative GPA and grades of B+ or better in their general education courses. Application is made by submitting an essay and a letter of recommendation (from a full-time faculty member for Concordia students). Concordia faculty members are encouraged to nominate eligible students who may then apply to the Honors Program. Current students and transfer students are not eligible for Honors Scholarships but may receive “Honors Program Graduate” on their diploma (see Honors Program Handbook).

The Honors Curriculum

Honors courses have an “H” appended to their course number. To be designated as an Honors Program graduate (as noted on the student’s transcript), a student actively participates in the program and earns at least 24 credits of honors courses and successfully completes the Honors Senior Capstone seminar. For students joining the Honors Program after their freshman year, see Honors Program Handbook.

Some of these courses are interdisciplinary and may be team-taught. Honors courses seek ways to challenge students with creative pedagogical methods and assignments appropriate to the workload for the credit hours earned. Students may choose from a number of seminars to fulfill general education requirements. The Honors Program includes a strong service component and opportunities to experience the “City as Text.” The honors courses include:

- WR 121H English Composition (3)
- ENG 202H Introduction to Speech (2)
- WR 303H / 304H / 305H / 306H Advanced Writing (3)
- HON 488H Honors Capstone Seminar (1)
• HUM 151H Ethics and Citizenship (3)
• HUM 251H Journey from the Premodern to the Post-modern World (3)
• HUM 351H The Global Village and the Challenge of Diversity (3)
• MTH 231H Research and Statistics (3)
• PSY 201H Principles of Psychology (3)
• REL 211H / 221H History of the Old/ New Testament (3)
• REL 371H World Religions (2)
• REL 401H Faith for Life (3)
• SCI 112H Environmental Science (3)

Students are urged to take the Honors courses at the following points in their academic preparation:

**Freshman Year:**

- Semester One
  - HUM 151H Ethics and Citizenship (3) 
    (each year)
  - WR 121H English Composition (3) 
    (each year)
- Semester Two
  - REL 211H / 221H History and Literature of the Old/ New Testament (3) 
    (alternating years)
  - ENG 202H Introduction to Speech (2) 
    (each year)
  - PSY 201H Principles of Psychology (3) 
    (each year)

**Sophomore Year:**

- Semester One
  - HUM 251H Journey from the Premodern to the Post-modern World (3) 
    (each year)
  - ART 121H Art Appreciation (2) 
    (each year)
- Semester Two
  - An advanced writing course will be offered each spring
    - WR 303H Rhetorical Approaches to Literature and Culture (3)
    - WR 304H Creative non-Fiction: Art of the Essay (3)
    - WR 305H Journalism and Feature Writing (3)
    - WR 306H Technical Writing (3)
  - SCI 112H Environmental Science (3) 
    (odd years)

**Junior and/or Senior Year:**

- Semester One
  - HUM 351H The Global Village and the Challenge of Diversity (3) 
    (each year)
• REL 371H World Religions (2)
  (each year)
• Semester Two
  o MTH 231H Research and Statistics (3)
    (odd years)
  o HUM 488H Humanities Seminar (1)
    (each year)

Senior Year:

• Semester One
  o REL 401H Faith for Life (3)
    (each year)
• Semester Two
  o HON 488H Honors Capstone Seminar (1)
    (each year)

Honors Program Co-Curricular Activities

Members of the Honors Program are invited and encouraged to help plan, organize, and attend a variety of events such as plays, concerts, lectures, lyceums, and visits to museums. These seek to take advantage of the learning opportunities available in the Portland area and will be offered regularly. In addition, a variety of faculty-sponsored social events will be offered. These might include evenings at faculty members’ homes, student pizza parties, or recreational outings. Events organized by the Honors Program will be open to all students at Concordia. Honors students are encouraged to develop an ethos of servant leadership, both on campus and in the larger community.

MINORS

Undergraduate students may be required or may choose to complete a minor as part of their Bachelor’s degree. Some programs may have specific program recommendations as to the minors to pursue.

A student may also consider proposing his/her own minor. A minor consists of at least 12 semester hours of, typically, upper-level academic work concentrated in one academic discipline. The student interested in devising a minor not listed should talk with the academic advisor of the particular discipline they want to pursue.

Credits used to complete the minor cannot duplicate credits used to fulfill general education or major requirements. Course requirements for approved minors follow.

Art Minor (14 — 15 Credit Hours)

• Choose one:
  o ART 101 Fundamentals of Art (3)
  o ART 201 Design Concepts (2)
• ART 312 Art and Culture (4)
Choose one:
  - ART 314 Non-Western Art Traditions (2)
  - ART 296 Buying into Art (2)
AS 181 Drawing Studio (2)
AS 191 Ceramics Studio (2)
AS 281 Painting Studio (1)
Choose one:
  - AS 225 Stained Glass (1)
  - AS 161 Calligraphy Studio (1)

**Biology Minor (14 Credit Hours)**

- BIO 211 General Biology I (4)
- BIO 212 General Biology II (4)
- Upper division electives (6)

**Business Administration Minor for Non-majors (13 Credit Hours)**

- BA 101 The Business & Economic Environment (3)
- BA 203 Fundamentals of Economics (4)
- Upper division Business electives (must be department approved. All pre-requisites for courses must be satisfied) (6)

**Chemistry Minor (16 Credit Hours)**

- CHM 211 General Chemistry I (4)
- CHM 212 General Chemistry II (4)
- CHM 344 Organic Chemistry I (4)
- CHM 414 Biochemistry I (4)

**Child and Family Minor (12 Credit Hours)**

Choose 12 hours from the following:

- PSY 312 Human Sexuality (3)
- PSY/SOC 342 Marriage and Family Life (3)
- PSY 343 Psychology of Personality (3)
- PSY/SOC 362 Social Psychology (3)
- PSY 390 Children with Exceptionalities (3)
- PSY 440 Multicultural Counseling and Education (3)
- PSY 457 Growth and Development of the Young Child (3)

**Communications Studies Minor (15 Credit Hours)**

Choose 15 hours from the following according to listed requirements:

- ENG 201 Newspaper (up to two credits)
- ENG 217/218 Literary Journal (up to two credits)
• WR 303 Rhetorical Approaches to Literature and Culture (3)
• WR 304 Art of the Essay (3)
• WR 305 Journalism (3)
• WR 306 Technical Writing (3)
• ENG 348 Film and Literature (3)
• ENG 351 Advanced Speech (3)
• WR 352 Creative Writing (3)
• HST 332 Media and Culture (3)
• HUM 288/488 Communications Studies Seminar (up to 3 credits)
• Up to six hours may be from the following:
  o BA 360 Principles of Marketing (3)
  o BA 361 Sales and Advertising (3)
  o BA 363 Marketing Research (3)
  o BA 364 Marketing on the Internet (3)
  o BA 366 Global Marketing (3)

General Mathematics Minor (15 Credit Hours)

• MTH 211 Calculus I (4)
• MTH 212 Calculus II (4)
• MTH 231 Research and Statistical Analysis (3)
• Upper-division Math electives (4)

History Minor (16 Credit Hours)

• Choose one:
  o HST 202 Europe in Transition 1300-1789 (3)
  o HST 203 Europe Since 1789 (3)
• Choose one:
  o HST 215 American Civilization I (3)
  o HST 216 American Civilization II (3)
• HUM 488 Humanities Seminar (1)
• Upper-division History electives (9)

Literature Minor (16 Credit Hours)

• Choose one:
  o ENG 231 American Literature I (3)
  o ENG 232 American Literature II (3)
• Choose one:
  o ENG 222 British Literature I (3)
  o ENG 223 British Literature II (3)
• Upper-division Literature electives (9)
• Choose one hour:
  o HUM 488 Humanities Seminar
  o ENG 217 Literary Journal I
  o ENG 201 Newspaper

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Missions Minor (14 Credit Hours)

- CED 275 Parish Visitation and Evangelism (3)
- CED 395 Teaching the Faith (3)
- Choose one:
  - REL 211 History and Literature of the Old Testament (3)
  - REL 221 History and Literature of the New Testament (3)
- REL 331 The Christian Faith (3)
- REL 336 The Church at Work in Mission (2)

Music Minor (15 Credit Hours)

- MUS 101 Fundamentals of Music (2)
- MUS 121 Music Appreciation (2)
- MUS 201 Music Theory (3)
- Choose one:
  - MUS 250 Choral Conducting (2)
  - MUS 365 Music for Classroom Teachers (2)
- Music Performance representing at least two different areas (4)

Outreach Minor (12 - 13 Credit Hours)

- PSY 362 Social Psychology (3)
- REL 351 Religion in American Life (3)
- REL 375 Small Group Ministry (2)
- CED 290 Mission Experience Practicum (2 – 3)
- REL 276 Personal Care Ministry (2)

Psychology Minor (15 Credit Hours)

- PSY 202 Applications in Psychology (2)
- PSY 321 Human Growth and Development (3)
- PSY 288 Psychology Seminar (1)
- Upper-division Psychology electives (9)

Religion Minor (15 Credit Hours)

- Choose one not taken as a general education requirement:
  - REL 211 History and Literature of the Old Testament (3)
  - REL 221 History and Literature of the New Testament (3)
- REL 331 The Christian Faith (3)
- Religion electives, including at least 6 hours at the 300 level or above (9)

Social Science Minor (16 Credit Hours)

- SOC 211 Principles of Sociology I (2)
- SOC 212 Principles of Sociology II (2)
- SOC 321 Sociology of Diversity (3)
- Choose 9 hours from the following:
- ECN 203 Fundamentals of Economics (4)
- GEO 110 Introduction to Cultural Geography (2)
- PSC 201 Introduction to American Government (3)
- PSY 202 Applications in Psychology (2)
- SOC 231 Research and Statistical Techniques (3)
- SOC 362 Social Psychology (3)

**Youth Ministry Minor (12 Credit Hours)**

- PSY 312 Human Sexuality (3)
- PSY 440 Multicultural Counseling and Education (3)
- PSY 434 Abnormal Psychology (3)
- CED 480 Youth Ministry Research and Principles (3)

**COOPERATIVE EDUCATION PROGRAMS**

**Air Force ROTC**

Under a cooperative agreement with the University of Portland, Concordia University students may participate in the Air Force Reserve Officers Training Corps (AFROTC) program offered on the University of Portland campus, a sister OICA (Oregon Independent Colleges Association) school. The purpose of the program, which is administered by the Aerospace Studies faculty at the University of Portland, is to select and train students to serve as officers in the United States Air Force. AFROTC is available to men and women with a minimum of two years of college remaining. Scholarships are available on a competitive basis for those who qualify. Most ROTC credits earned are accepted as transfer credits to meet Concordia University’s total credit requirements for graduation. For more information, view the program description on the University of Portland web site or contact the Registrar’s Office.

**BacPac**

Concordia partners with five Lutheran high schools throughout the Western United States to provide up to 12 hours of transferable college credit for graduating high school seniors. BacPac (Baccalaureate Package) includes general education courses that are offered either online or by video conferencing technology. For additional information, contact the BacPac coordinator.

**Clark College Co-Admission**

- For students interested in attending both Concordia University and Clark College in Vancouver, WA, the two schools have partnered in a co-admission arrangement that is designed to reduce barriers, promote smooth transitions between institutions, and assure that student success is optimized. Students taking advantage of the partnership have increased curricular choices and are able to tailor their educational experiences to fit personal goals, preferences, and needs.
To be eligible for co-admission, students must be in pursuit of an Associate of Arts degree, an Associate of Science degree, or a degree program that is formally articulated between the two institutions. Co-admission students must meet current Concordia admission requirements. Transfer students must have successfully completed a minimum of 18 quarter or 12 semester transferable credits from an accredited U.S. institution.

Students who do not meet the above admissions criteria, but have demonstrated the potential to succeed in earning a baccalaureate degree, may be granted conditional admission to the program upon the agreement of both institutions. Students admitted under this provision may be asked to participate in activities intended to enhance their success as a condition of their admission.

For more information, students should contact their advisor or the Office of Admissions at either institution.

OICA Cross Registration

A full-time student may take one course a semester at no additional tuition cost at one of the neighboring institutions in the Oregon Independent Colleges Association as those courses are available and approved. Only courses not available on the home campus may be selected. Cross registration is initiated by application through the Registrar.

Portland Community College (PCC) Dual Admission

For students interested in attending both Concordia University and Portland Community College, Tillamook Bay Community College, or Columbia Gorge Community College, the schools have partnered in a dual admission arrangement that is designed to reduce barriers, promote smooth transitions between institutions, and assure that student success is optimized. Students taking advantage of the partnership have increased curricular choices and are able to tailor their educational experiences to fit personal goals, preferences, and needs.

To be eligible for dual admission, students must be in pursuit of an Associate of Arts degree, an Associate of Science degree, or a degree program that is formally articulated among the institutions. Dual admission students must meet current Concordia admission requirements. Transfer students must have successfully completed a minimum of 18 quarter or 12 semester transferable credits from an accredited U.S. institution.

Students who do not meet the above admissions criteria, but have demonstrated the potential to succeed in earning a baccalaureate degree, may be granted conditional admission to the program upon the agreement of both institutions. Students admitted under this provision may be asked to participate in activities intended to enhance their success as a condition of their admission.

For more information, students should contact their advisor or the Office of Admissions at either institution.
Simultaneous Enrollment in the Concordia University System

With the approval of the two campuses involved, a Concordia Portland student can study for up to one year at another Concordia campus within the Concordia University System without transferring, submitting transcripts, or complex paperwork. The academic credits earned are entered on the student’s transcript at his/her “home” Concordia.

STUDY ABROAD

Studying abroad, whether for a year, a semester, or short-term, is a rewarding educational experience students remember all of their lives. There are numerous options to study abroad at Concordia. The Department of International Studies (IST) in the College of Theology, Arts and Sciences provides information and assistance for all Concordia University students who want to make the world their classroom. If interested in studying abroad, students should talk to their advisors early in their time at Concordia to consider which semester will best fit with their program requirements.

In addition to the programs listed, the Department of International Studies receives information from many other study abroad programs and can provide information about other options such as the Semester at Sea program. The International Studies office will work with students to facilitate application and assist with questions about transfer credits.

Summer, Semester, or Year-long Programs

AHA

Concordia is a member of the Northwest Council of Study Abroad, a consortium of AHA International. Students who take courses at any of the AHA sites receive credit at their home universities. Students can study at any of the AHA sites for a year, a semester, or a summer.

Get more information: www.aha-intl.org

AHA sites include:

- Rosario, Argentina
- Perth and Canberra, Australia
- Vienna, Austria
- Valdivia, Chile
- London, England
- Angers, France
- Cologne, Germany
- Accra, Ghana
- Athens, Greece
- Dublin, Ireland
- Macerate and Siena, Italy
• Morelia, Mexico
• Oviedo and Segovia, Spain
• Dunedin, New Zealand

AIFS

Concordia also has an affiliation agreement with the American Institute for Foreign Study (AIFS), a national study abroad organization. Students can study for a year, semester, or a summer. Courses count as transfer credit and are transcripted through Richmond University, the American International University in London. Students enrolled in the Business Administration degree program, especially those pursuing an International Business minor, may wish to travel overseas on an AIFS-arranged trip to meet their internship requirements. To learn more about AIFS, visit their web site: www.aifsabroad.com

The AIFS sites include:

• Limerick, Ireland
• St. Petersburg, Russia
• London, England
• Prague, Czech Republic
• Paris, France
• Salzburg, Austria
• Grenoble, France
• Florence, Italy
• Rome, Italy
• Cannes, France
• Salamanca, Spain
• Granada, Spain
• Stellenbosch, South Africa
• Sydney, Australia
• Buenos Aires, Argentina

UDLA

Concordia has a cooperative agreement directly with UDLA, the University of Pueblo, Mexico, for semester-long programs, intensive summer programs, and special programs taught by cu faculty. UDLA is an excellent option for students who want to study Spanish in an intensive program with opportunities for cultural visits and Latino history and culture.

SHORT TERM PROGRAMS

Field Studies Programs

Concordia University has joined its sister college, Concordia University in Austin, Texas, in offering an ongoing series of field courses in a variety of interesting locations throughout the world and the United States. Past field courses have focused on the biology, geology, ecology, and/or anthropology of such places as
Belize, the Pacific Northwest, the Grand Canyon, Hawaii, and the world-famous Malheur Wildlife Refuge of Southeastern Oregon.

Students hike through tropical rain forests, camp out under the open sky, snorkel with sharks and rays in incredible blue oceans, or climb to the summit of Mayan temples. Guided by professors rich in knowledge of the area, students are challenged to explore vistas many never have the opportunity to see. Plans are for future field courses in the Russian Far East, Australia, and Costa Rica. Information may be obtained from the Department Chair of Math-Sciences.

**University of Vechta, Germany**

Up to six Concordia students and one faculty member are selected to travel for a month each May to the University of Vechta in Northern Germany. Primarily a teacher’s college, the University of Vechta provides a wide variety of cultural and historic learning opportunities for students. Students and faculty from Vechta spend September at Concordia.

**Concordia Faculty-led Courses**

Each year, faculty from Concordia organize and teach special courses to expose students to the places which make history, art, and culture come alive. Art History may be taught as a two-week course in Europe; Social Work Seminars offer a two-week course in Korea and Japan; and British Theater includes a two-week course in London. Get the current listings.

**CU System Study Abroad Cooperative**

Study abroad programs at any of the 10 universities in the Concordia University System are available. These include study trips such as Sociology of Brazil and a program for teacher candidates to study Australian schools for a summer. A link to the CUS programs can be found on the Concordia study abroad web site.

**COLLEGE OF EDUCATION**

**College Philosophy**

Since its inception in 1905, the training of qualified educators to serve public institutions, as well as schools and churches operated by the Lutheran Church-Missouri Synod, has been a major element of the academic programs at Concordia University. The core values of Christian commitment, educational excellence, and service that guide the Concordia community are encapsulated within the College of Education’s Mission Statement:

With Christ as our teacher, the College of Education prepares educators to serve diverse communities, promote moral leadership, encourage life-long learning, and demonstrate the skills necessary to promote effective instruction.
Undergraduate options in the College of Education include:

- Bachelor of Arts in Education (Initial Teaching License)
- Post B.A. Licensure in Education
- Professional Church Work Certification for Teachers
- Career and Technical Education Certificate of Completion
- Director of Christian Education (DCE)
- Post-BA DCE Certificate

**Initial Teaching License Options**

Candidates can pursue the Initial Teaching License (ITL) in three ways. All program routes can be pursued either full or part time.

1. **Bachelor of Arts Degree with an Initial Teaching License (ITL)**

   Concordia’s College of Education offers an undergraduate teacher education program that integrates a liberal arts foundation toward the four authorization levels for teaching licenses issued by the state of Oregon. Students must select two consecutive authorization levels.

   - Level 1: Early Childhood (ECE) – Pre-K – Grade 4
   - Level 2: Elementary (ELE) – Grades 3 – 8
   - Level 3: Middle Level (ML) – Grades 5 – 9
   - Level 4: High School (HS) – Grades 7 – 12

   Those choosing middle or high school authorization must also select an endorsement area. All professional education and endorsement coursework, clinical experiences, and testing requirements must be successfully completed to be recommended for an Oregon Initial Teaching License.

2. **Licensure in Education Only**

   Candidates who have already earned a Bachelor’s degree may earn an Initial Teaching License at the undergraduate level, but do not earn an additional degree.

3. **Master of Arts in Teaching (MAT)**

   Candidates must have already earned a Bachelor’s degree and will earn a graduate degree, as well as the Initial Teaching License (ITL). Refer to the College of Education Graduate Programs.

**Bachelor of Arts in Education/Initial Teaching License (ITL)**

The goal of Concordia University’s undergraduate teacher education program is to prepare quality teachers. A “quality” teacher is one who loves children, exhibits moral character and high ethical standards, shows a genuine sensitivity to multicultural and special needs children, can plan and execute developmentally
appropriate learning activities, is well versed in various methods of authentic assessment, and understands that teaching is an act of supreme service to others.

As an institution that sincerely believes in the value of service to others, the College of Education promotes this value in everything it does, trusting that this standard will be accepted and reflected by those willing to commit themselves to this most critical profession.

There are both daytime and evening schedules available that provide an exciting, hands-on, learner-centered, project-based curriculum where you work with children.

**BA Education Program Objectives**

The BA in Education strives to prepare candidates to be competent and ethical educators. To accomplish that critical goal, the BA in Education is designed to enable students to demonstrate

- Appropriate personal characteristics for success in the teaching profession;
- Professional conduct and ethics;
- A broad liberal arts foundation and knowledge of specific subject matter and instructional strategies appropriate to particular age levels and content areas;
- Effective instructional skills in planning, implementing, and assessing instruction in settings that include diverse cultural populations and special needs students;
- Classroom management skills that maintain the dignity of students and stress cooperation rather than competition;
- Effective communication and interpersonal relationship skills that promote collaboration with colleagues, school staff, administrators, parents, and other elements of the school community;
- Knowledge of the Christian perspective and its relationship to the teaching and learning process.

**Teacher Licensing**

The State of Oregon issues teaching licenses for four specific authorization levels:

- Early Childhood (ECE) = Pre-K – Grade 4
- Elementary (ELE) = Grades 3 – 8
- Middle Level (ML) = Grades 5 – 9
- High School (HS) = Grades 7 – 12

Candidates are required to pursue licensure at two contiguous authorization levels.

All College of Education graduates who successfully complete the program requirements are eligible to be recommended for licensure through the Oregon Teacher Standards and Practices Commission, [www.tspc.state.or.us](http://www.tspc.state.or.us). With minor
adjustments, it may also be possible for graduates holding an Oregon license to teach in other states.

**Program Admission and Continuation**

Students wishing to pursue licensing at any authorization level should apply to the College of Education for program admission no later than the second semester of their sophomore year. Transfer students should apply during their first semester on campus.

**Requirements for program admission are:**

- A cumulative GPA of 2.5 or better
- Passing score on either the cbest, westb, or ppst examinations
- Transfer students applying for entrance into the licensing-only program must also submit passing scores on one of these same basic skills tests and provide a cumulative GPA of 2.50 for admission to the university.
- Those with a Bachelor's degree from an accredited institution seeking only the Initial Teaching License should have an overall GPA of 2.5 for admission.
- Fingerprints processed through Teacher Standards and Practices Commission (TSPC)

Once admitted to the college, all education students must maintain an overall GPA of 2.5 and a 2.75 GPA in all professional education courses and must successfully complete a field experience and a practicum to be eligible for student teaching. Please note that all professional education requirements must receive a minimum grade of C or be repeated. Passing scores on the ORELA exam is required prior to the Practicum experience and passing Praxis II scores pertaining to endorsement area(s) for those in secondary education is required prior to the Student Teaching experience. A copy of a current First Aid/CPR card is also required during the senior year in order for licensure paperwork to be processed.

**Admission of Non-native English Speakers to Education Programs**

The College of Education welcomes and encourages students of diverse ethnicities and cultures who plan to be future teachers. However, in some cases, students who do not have sufficient proficiency in English may not be successful candidates for clinical experiences. To help determine if non-native speakers possess the language skills necessary to succeed in an English speaking classroom, a score of 90 on the new iBT exam (TOEFL) must be met by any non-native English speaking student seeking a teaching license in the United States. This test also includes a mandatory speaking component. Candidates who meet this requirement are eligible to be considered for clinical experiences. Candidates who do not meet the English language proficiency requirements may still earn a bachelor's degree in education, but will not be able to pursue an Oregon teacher's license.
Testing Requirements for Initial Licensing

Applicants are required to have taken and passed a basic skills test (cbest, westb, or Praxis ppst/cppst) prior to being admitted to the program. In addition, the State of Oregon requires the mse (orela) and the Praxis II specialty area exams.

Praxis II is required for High School and Middle Level licensure. A college major in the specific subject area may be substituted for Middle Level candidates, unless you wish the specialty endorsement to appear on your license. Choose from endorsements in biology, business, chemistry, health, language arts, marketing, mathematics (basic or advanced), physical education, social studies, or art.

Test bulletins can be obtained from Concordia, as well as from most universities. You can also access information at the following web sites: www.cbest.nesinc.com/ or www.ets.org/praxis/. For all but the basic skills test, a test waiver can be submitted when a test date is not available prior to courses commencing, indicating that the candidate will take the test on the next available testing day.

If candidates plan to teach in the state of Washington, they will also need to take the Washington testing requirements.

Curricular Requirements

Professional Education Coursework

Most education students will complete the bulk of their general education courses by the end of their sophomore year. Beginning with the junior year, students register for specific professional education courses based on their chosen authorization level or levels.

BA General Education Requirements (39 Credit Hours)

The following are exceptions for ECE/ELE to the General Education requirements:

- Mathematics
  - MTH 133 Mathematics for Teachers I (3)
  - MTH 134 Mathematics for Teachers II (3)
- Social Sciences
  - PSY 201 Principles of Psychology (3)
  - HST 215, HST 216, GEO 110 or PSC 201 is recommended.

Education Core Requirements (14)

The following courses are required for All Authorization Levels

- EDU 201 Principles of Education (3)
- EDU 232 Educational Psychology (2)
- EDU 260 Instructional Strategies (2)
- PSY 321 Human Growth and Development (3)
• EDU 336 Assessment and Evaluation of Teaching and Learning (2)
• EDU 390 Children with Exceptionalities (2)

Authorization Level Requirements

• Early Childhood (ECE)
• Elementary (ELE)
• Middle School (ML)
• High School (HS)

Electives and Minors

Students need sufficient electives to meet the 124 hours required for graduation. At least 45 of the 124 hours must be in 300/400 level courses. If students choose to pursue a minor, course work taken to complete a minor may not duplicate General or Professional Education requirements.

Early Childhood (Age 3 — Grade 4) (49 Credit Hours)

• EDU 330 Educational Technology – ECE/ELE (2)
• EDU 341 Field Experience ECE (1)
• EDU 348 Classroom Management/Parent Relations ECE/ELE (3)
• EDU 354 Curriculum and Instruction: Early Childhood (3)
• EDU 355 Introduction to Early Childhood Education (2)
• EDU 358 Curriculum and Instruction: Health and PE – ECE/ELE (3)
• EDU 362 Curriculum and Instruction: Math – ECE/ELE (2)
• EDU 368 Curriculum and Instruction: Science – ECE/ELE (2)
• Choose one:
  o ART 365 Elementary Art Education (2) (recommended)
  o MUS 365 Music for Teachers (2)
  o TA 318 Creative Dramatics for Teachers (2)
• EDU 375 Curriculum and Instruction: Language Arts and Reading (4)
• EDU 379 Curriculum and Instruction: Social Studies (2)
• EDU 452 Practicum – ELE** (4)
• EDU 457 Development of the Young Child (2)
• EDU 461 Curriculum and Instruction: Children’s Literature (2)
• EDU 491 Student Teaching – ECE (15)

** Additional Authorization Levels – To be licensed at an additional authorization level, students must also complete a practicum (EDU 451, 452, 453, or 454) at the second authorization level.

Elementary (Grades 3 — 8) (42 Credit Hours)

• EDU 330 Educational Technology – ECE/ELE (2)
• EDU 342 Field Experience ELE (1)
• EDU 348 Classroom Management and Parent Relations (3)
• EDU 358 Curriculum and Instruction: Health and PE – ECE/ELE (3)
• EDU 362 Curriculum and Instruction: Math – ECE/ELE (2)
• EDU 368 Curriculum and Instruction: Science – ECE/ELE (2)
• Choose one:
  o ART 365 Elementary Art Education (2) (recommended)
  o MUS 365 Music for Teachers (2)
  o TA 318 Creative Dramatics for Teachers (2)
• EDU 375 Curriculum and Instruction: Language Arts and Reading (4)
• EDU 379 Curriculum and Instruction: Social Studies (2)
• EDU 451/453 Practicum – ECE or ML** (4)
• EDU 461 Curriculum and Instruction: Children’s Literature (2)
• EDU 492 Student Teaching – ELE (15)

** Additional Authorization Levels – To be licensed at an additional authorization level, students must also complete a practicum (EDU 451, 452, 453, or 454) at the second authorization level.

Middle Level (Grades 5 – 10) 30 — (36 Credit Hours)

• EDU 333 Educational Technology – ML/HS (2)
• EDU 343 Field Experience – ML (1)
• PSY 341 Adolescent Psychology (3)
• EDU 384 Classroom Management: ML/HS (2)
• EDU 397 Curriculum and Instruction: Writing* (3)
• EDU 398 Curriculum and Instruction: Adolescent Literature* (3)
• EDU 452/454 Practicum – ELE or HS** (4)
• EDU 493 Student Teaching – ML (15)
• Choose one per endorsement area:
  o EDU 385 Curriculum and Instruction: Math and Science (3)
  o EDU 386 Curriculum and Instruction: Language Arts and Social Studies (3)
  o EDU 387 Curriculum and Instruction: Health and PE (3)

* Required for Language Arts endorsement only.

** Additional Authorization Levels – To be licensed at an additional authorization level, students must also complete a practicum (EDU 451, 452, 453, or 454) at the second authorization level.

High School (Grades 7 – 12)** (30 — 36 Credit Hours)

• EDU 333 Educational Technology – ML/HS (2)
• EDU 344 Field Experience – HS (1)
• PSY 341 Adolescent Psychology (3)
• EDU 384 Classroom Management and Parent Relations: ML/HS (2)
• EDU 397 Curriculum and Instruction: Writing* (3)
• EDU 398 Curriculum and Instruction: Adolescent Literature* (3)
• EDU 453 Practicum – ML** (4)
• EDU 494 Student Teaching – HS (15)
• Select one per endorsement:
  o EDU 385 Curriculum and Instruction: Math and Science (3)
- EDU 386 Curriculum and Instruction: Lang. Arts and Social Studies (3)
- EDU 387 Curriculum and Instruction: Health and PE (3)
- EDU 388 Curriculum and Instruction: General Business and Marketing (3)

* Required for Language Arts endorsement only.

** Additional Authorization Levels – To be licensed at an additional authorization level, students must also complete a practicum (EDU 451, 452, 453, or 454) at the second authorization level.

**Clinical Experience Placement**

The College of Education Placement Office provides undergraduate and MAT candidates with one placement for each of their clinical experiences. Specific placement requests may be made but cannot always be guaranteed due to teacher availability and individual district or school policies. Placement confirmations and exiting procedures must be conducted through the College’s Placement Office. No placements can be made at schools where candidates have relatives or family friends. Also, no clinical experience should ever be terminated by a candidate without prior consultation with the Placement Administrator. Failure to follow these policies jeopardizes future placements and may result in credit loss and additional fees. Clinical experiences dropped at student initiative after a placement has been secured will result in forfeiture of course fees.

**Subject Area Endorsements for Middle Level and High School**

Students seeking Middle Level or High School authorizations must exhibit proficiency in at least one specific subject area, commonly referred to as endorsements or major. Concordia offers 11 subject areas from which students training for professions in middle or high schools may select:

- Art
- Biology
- Business
- Chemistry
- Health and PE
- Language Arts (English)
- Marketing
- Mathematics (Basic)
- Mathematics (Advanced)
- Physical Education
- Social Studies
Teachers Adding Endorsements

Those who have already earned a teaching degree may pursue individual authorizations. A limited number of hours may be transferred to Concordia towards these authorizations.

Credit hours required for an endorsement and number of transfer hours accepted:

- 17 and below: 0 transfer hours accepted
- 18-23: 3 transfer hours accepted
- 24-30: 6 transfer hours accepted
- 31 and above: 9 transfer hours accepted

Art (30 Credit Hours)

- A. Art Appreciation/Art History (12)
  - ART 121 Art Appreciation (2)
  - ART 296 Buying into Art (2)
  - ART 312 Art and Culture (4)
  - ART 314 Non-Western Art Traditions (2)
  - ART 341 Art in the Christian Church (2)
- B. Studio Art Coursework (18)
  - Required Core:
    - ART 201 Basic Design Concepts (3)
    - ART 368 Secondary Art Education (2)
    - ART 265 Computer Graphics Design (3)
  - Studio (8 total – must include at least 2 credits of each studio)
    - AS 181/381 Drawing Studio
    - AS 191/391 Ceramics Studio
    - AS 281/481 Painting Studio
  - Studio Electives (choose 2 credits from the following)
    - AS 381/391/481 Advanced Studio (2)
    - AS 225 Stained Glass Studio (1)
    - AS 161 Calligraphy Studio (1)
    - AS 199 Watercolor Studio (1)

Biology (35 Credit Hours)

- BIO 211 General Biology I (4)
- BIO 212 General Biology II (4)
- BIO 284 Microbiology (3)
- BIO 315 Genetics (3)
- BIO 411 Ecology (3)
- BIO 426 Evolution (3)
- GLG 101 Introduction to Geology (3)
- Choose 3 of the following courses:
  - CHM 211 Inorganic Chemistry I (4)
  - CHM 212 Inorganic Chemistry II (4)
  - CHM 344 Organic Chemistry I (4)
Chemistry (27 Credit Hours)

- CHM 211 Inorganic Chemistry I (4)
- CHM 212 Inorganic Chemistry II (4)
- CHM 344 Organic Chemistry I (4)
- CHM 345 Organic Chemistry II (4)
- CHM 441 Physical Chemistry (3)
- PHY 211 General Physics I (4)
- PHY 212 General Physics II (4)

Recommended Elective Courses:
- BIO 211 General Biology I (4)
- BIO 212 General Biology II (4)
- BIO 457 Molecular Biology (3)
- CHM 414 Biochemistry I (4)
- CHM 415 Biochemistry II (4)
- CHM 490 Research in Chemistry (3)

General Business (31 Credit Hours)

- ACT 201 Financial Accounting (3)
- ACT 202 Managerial Accounting (3)
- BA 203 Fundamentals of Economics (4)
- BA 226 Computer Business Applications: MS Office (3)
- BA 247 Quantitative Methods and Analysis (3)
- BA 342 Finance (3)
- BA 352 Business Law (3)
- BA 457 Ethical Leadership (3)
- The following additional coursework is necessary for the Accounting Endorsement
  - ACT 301 Intermediate Accounting I (3)
  - ACT 302 Intermediate Accounting II (3)
  - ACT 406 Accounting for Consolidations, Government, and Not-for-Profit Entities (3)

Health Education (38.5 Credit Hours)

- BIO 264 Introduction to Anatomy (3)
- BIO 265 Introduction to Physiology (3)
- HPE 250 Introduction to Health, PE and Sports (2)
- HPE 320 Stress Management (3)
- HPE 329 Rhythmic Activities (1)
- HPE 330 First Aid and CPR (.5)
- HPE 340 Prevention, Care and Rehabilitation of Athletic Injuries (2)
- HPE 360 Diseases (3)
- HPE 420 Contemporary Issues in Health (3)
- HPE 432 Measurements and Evaluation in Physical Education (3)
• HPE 452 Adaptive Physical Activity and Sport (3)
• HPE 462 Nutrition for Sport and Physical Activity (3)
• PSY 312 Human Sexuality (3)
• SCI 112 Environmental Science (3)
• SCW 361 Chemical Dependency and Addictive Behavior (3)

**Language Arts (English) (32 Credit Hours)**

- Choose one:
  - ENG 208 Acting I (2)
  - ENG 308 Acting II (2)
- ENG 231 American Literature I (3)
- ENG 232 American Literature II (3)
- ENG 312 Poetry (3)
- WR 352 Creative Writing (3)
- ENG 370 Linguistics (3)
- British Literature (Choose two from the following):
  - ENG 222 British Literature I (3)
  - ENG 223 British Literature II (3)
  - ENG 321 Shakespeare (3)
- World Literature (Choose one from the following):
  - ENG 315 The World Novel (3)
  - ENG 363 The European Novel (3)
  - ENG 364 Asian Literature (3)
  - ENG 462 The Hero: A Study in Ideal Types (3)
- Genre Literature (Choose one from the following):
  - ENG 310 World Drama (3)
  - ENG 315 The World Novel (3)
  - ENG 348 Film and Literature (3)
- Thematic Literature (Choose one from the following):
  - ENG 337 The Sixties: In Its Own Write (3)
  - ENG 462 The Hero: A Study in Ideal Types (3)
  - ENG 464 The Gothic Novel (3)
  - ENG 481 Religion and Literature I: Tragedy (3)
  - ENG 482 Religion and Literature II: Fantasy (3)
  - ENG 483 Religion and Literature III: Comedy (3)

**Marketing (34 Credit Hours)**

- ACT 201 Financial Accounting (3)
- ACT 202 Managerial Accounting (3)
- BA 203 Fundamentals of Economics (4)
- BA 226 Computer Business Applications: MS Office (3)
- BA 247 Quantitative Methods & Analysis (3)
- BA 342 Finance (3)
- BA 352 Business Law (3)
- BA 360 Principles of Marketing (3)
- BA 361 Sales and Advertising (3)
- BA 363 Marketing Research (3)
- BA 366 Global Marketing (3)
Mathematics (Basic) (15 Credit Hours)

- MTH 124 Pre-Calculus (3)
- MTH 133 Math for Teachers I (3)
- MTH 134 Math for Teachers II (3)
- MTH 231 Principles of Research and Statistical Techniques (3)
- MTH ____ Elective (3)

Mathematics (Advanced) (24 Credit Hours)

- MTH 124 Pre-Calculus (3)
- MTH 211 Calculus I (4)
- MTH 212 Calculus II (4)
- MTH 231 Principles of Research and Statistical Techniques (3)
- MTH 341 Linear Algebra (2)
- MTH 361 Abstract Algebra (2)
- MTH 371 Number Theory (2)
- MTH 401 Analysis (2)
- MTH 411 Advanced Geometry (2)

Physical Education (41 Credit Hours)

- BIO 264 Introduction to Anatomy (3)
- BIO 265 Introduction to Physiology (3)
- Choose one:
  - HPE 115 Beginning Swimming (.5)
  - HPE 215 Advanced Swimming (.5)
- Choose one:
  - HPE 121 Circuit Training (1)
  - HPE 123 Weight Lifting (1)
- HPE 125 Aerobic Conditioning (1)
- HPE 250 Introduction to Health & PE & Sports (2)
- HPE 329 Rhythmic Activities (1)
- HPE 330 First Aid and CPR (.5)
- HPE 340 Prevention, Care and Rehabilitation of Athletic Injuries (2)
- HPE 352 Sport Skills Analysis (3)
- HPE 368 Motor Learning (3)
- HPE 370 Principles of Coaching (2)
- Choose one:
  - HPE 371, HPE 372, HPE 373, HPE 374, HPE 375 Coaching Theory (1)
- HPE 398 Organization and Administration of Physical Education (2)
- HPE 432 Measurements and Evaluation in Physical Education (3)
- HPE 452 Adaptive Physical Activity and Sport (3)
- HPE 462 Nutrition (3)
- HPE 472 Kinesiology (3)
- HPE 492 Exercise Physiology (3)
Social Studies (30)

- ECN 203 Fundamentals of Economics (4)
- HST 203 Europe since 1789 (3)
- HST 215 American Civilization I (3)
- HST 216 American Civilization II (3)
- PSC 201 Introduction to American Government (3)
- PSC 365 International Relations: Ethical and Religious Perspectives (3)
- GEO 110 Cultural Geography (2)

**Choose one from U.S. History:**
- HST 331 Media and Culture (3)
- HST 332 Race and Ethnicity (3)
- HST 336 U.S. since 1945 (3)
- HST 337 The Sixties in its own Write (3)

**Choose one from Contemporary Issues:**
- HST 331 Media and Culture (3)
- HST 332 Race and Ethnicity (3)
- SOC 321 Sociology of Diversity (3)
- SOC 342 Marriage and Family Life (3)

**Choose one from World History:**
- HST 335 History & Culture of India (3)
- HST 353 History of the Middle East (3)
- HST 364 Modern Asia (3)

Specialty Area Endorsement

**English to Speakers of Other Languages (ESOL) (13)**

Elementary, Middle Level, and High School candidates that are interested in fully preparing for today’s diverse classrooms may choose an additional endorsement that equips them with skills in cultural competency. This specialty area endorsement serves as a professional endorsement, and can be taken during the undergraduate curriculum or at a graduate level after receiving the Bachelor of Arts. ESOL does not replace a subject area endorsement.

- EDU 421 ESOL Methods (3)
- EDU 439 Linguistics (3)
- EDU 440 Multicultural Counseling and Education (3)
- EDU 441 ESOL Curriculum and Technology (2)
- EDU 442 Issues in a Bilingual Society (1)
- EDU 443 ESOL Educational Assessment Seminar (1)

Professional Church Work

For nearly one hundred years, Concordia University has trained men and women for teaching careers in over 1,300 elementary and high schools sponsored by the Lutheran Church-Missouri Synod. Students who elect to enter the Professional Church Work program complete additional training and, upon graduation, are
eligible for the teaching ministry as a commissioned minister. They are assigned their first call by the Council of Presidents acting as the Board of Assignments.

Professional Church Work Requirements

Students interested in certification as a professional church worker:

- Complete and submit Professional Church Work “Statement of Intent” to the Education Office.
- Complete the following additional courses:
  - CED 395 Teaching the Faith (3)
  - EDU 451L, 452L, 453L, or 454L Practicum for Lutheran Teacher Candidates (4)
  - REL 331 The Christian Faith (3)
  - REL 211 Old Testament (3)
  - REL 221 New Testament (3)

Please note that to be certified as a Minister of Religion, commissioned by the Lutheran Church-Missouri Synod, the teacher education candidate must:

- Be a member in good standing of a Lutheran Church-Missouri Synod congregation
- Successfully complete all of the course work and experiential requirements for a Bachelor of Arts in Education
- Qualify to be licensed as a teacher by the State of Oregon (must complete 15 weeks of public school student teaching.)
- Complete and submit the Professional Church Work “Statement of Intent” to the Education office
- Successfully complete the following additional courses:
  - CED 395 Teaching the Faith (3)
  - EDU 451L, 452L, 453L, or 454L Practicum for Lutheran Teacher Candidates (4)
  - REL 331 The Christian Faith (3)
  - REL 211 Old Testament (3)
  - REL 221 New Testament (3)

Teacher Colloquy Program

The teacher colloquy program is a course of study which leads to LCMS certification as a Minister of Religion, Commissioned for those teachers who are not on the roster of the Lutheran Church-Missouri Synod. It is a joint program of the Concordia University System schools under the auspices of the Synod’s Board for University Education (BUE). The program is managed by and delivered through Concordia University Education Network (CUENet). An on-campus program is also available on many of the Concordia University System campuses. Teacher Colloquy is available to persons who are in-service teachers at a Lutheran School.
The Curriculum

There are eight (8) courses, in the curriculum:

1. Old Testament
2. New Testament
3. History of Theology
4. Lutheran Confessions
5. Christian Doctrine
6. Variety of Beliefs
7. The Lutheran Teacher (a double course)

This program is open to teachers with a Bachelor’s degree.

Frequently Asked Questions

How frequently will the courses be offered?

A new course will be offered each month in a carousel sequence. Students may enter the program at any point in the carousel.

How long is each course?

Each course is three weeks long, and begins on the first Monday of each month. Fifteen of the 18 hours may be viewed on a home or workplace computer at any time. The remaining three hours of each class will be done with all students present at their computers at a time agreed upon by the group.

Do courses have to be taken in order?

No. Courses may be offered as often as three times a year.

How long does it take to finish this program?

Eight months, if students take one course every month, or sixteen months if students take one course every other month. The entire program must be completed within 40 months.

How are the courses delivered?

The courses are delivered through the Internet by means of video-streaming technology accessed with personal computer. Students may log on when it is convenient. However, each course requires three hours when all learners are on line simultaneously. The time will be set by the mentor based on consensus of the group. All class sessions must be viewed within the three-week period.
Can courses be transferred into this program?

Yes, up to four courses (except the capstone courses, course 7 and 8), can be transferred into the program. Students may also apply for credit by examination with payment of $250 per course. The test may be taken only once. Up to four courses (except the capstone courses) may be earned through testing.

What is the cost of tuition?

The tuition is $595 per course. Churches or schools may provide their teachers a scholarship or grant for these credits.

Is academic credit earned?

No, but if interested, students can contact Concordia University-Irvine for information on how to earn continuing education credit.

What additional steps are required to receive LCMS certification and rostering as a Minister of Religion?

Upon completion of the course work, students are assigned to one of the Concordia University system colleges or universities, which processes certification according to established procedure. After completion of colloquy course work, candidates participate in an oral examination (once they receive their first teaching assignment in a Lutheran school). (LCMS handbook 6.105-6.110). Only members of a Lutheran Church-Missouri Synod congregation employed by an LCMS school are eligible to be rostered.

To apply for the Teacher Colloquy program, fill out the application form and submit it to: Education Network, 345 SW Cyber Drive, Bend, OR 97702, FAX: 541-322-7282, Phone: 800-238-3037. Questions? colloquy@cuenet.edu.

Career and Technical Teacher Education (CTE): Certificate of Completion Program

Concordia’s CTE program will help those with excellent technical skills and work experience in career and technical fields become successful instructors, thereby better preparing future practitioners in their fields. Concordia’s program:

- Provides a comprehensive teacher induction program leading to a Concordia University CTE Certificate of Completion
- Responds to the needs of students, local school districts, community colleges, and business and industry
- Prepares people from the military, business and industry to be successful CTE teachers in high schools and community colleges in Oregon
- Complements a candidate’s technical skills experience in ones of the 22 TSPC approved professional technical endorsement areas
• Assists candidates in pursuing state certification as a CTE instructor by providing instructional methodology, internship experiences, guidance and program planning

Intended educational outcomes are those of Concordia’s teacher education program. While these outcomes were written to support the standards for Oregon’s Initial Teaching License, they are also supportive of those teaching CTE. The program prepares candidates to:

• Develop the appropriate personal characteristics for success in the teaching profession
• Model professional conduct and ethics during classroom instruction and in relationships with students, parents, fellow teachers, and other school personnel
• Practice effective instructional skills that maintain the dignity of students and stress cooperation rather than competition
• Utilize classroom management skills that maintain the dignity of students and stress cooperation rather than competition
• Integrate new technologies and related skills to enhance the teaching and learning processes
• Promote collaboration with colleagues, school staff, administrators, parents, and other members of the community through effective communication and interpersonal relationships

Eligibility for CTE Certification

To be eligible for this program, candidates:

• Have earned an associate or bachelor degree
• Have worked a minimum of two years in one of the 22 TSPC approved professional technical endorsement areas:
  • Administrative Services
  • Agricultural Science and Technology
  • Communication Journalism
  • Communications Technologies
  • Computer Technology
  • Construction
  • Design and Applied Arts
  • Education
  • Engineering Technology
  • Family/Consumer Sciences
  • Financial Services
  • Forestry/Natural Resources
  • Health Sciences
  • Hospitality and Tourism
  • Integrated Environmental Technology
  • Legal and Protective Services
  • Leisure and Fitness
  • Manufacturing Technology
  • Marketing/Management
• Mechanical Systems
• Personal Services
• Social Services
• Will work with an instructor appraisal committee that ensures
• Technical skill competency
• The assignment of a mentor and advisor
• Completion of a three-year professional development plan

Curriculum (12 Credit Hours)

Concordia’s undergraduate CTE Certificate will help those who have excellent technical skills and work experience in career and technical fields become successful instructors, thereby better preparing future practitioners in their fields. Most courses are available in both on-campus and online formats.

• EDU 260 Instructional Strategies (2)
• EDU 336 Assessment and Evaluation of Teaching and Learning (2)
• EDU 384 Classroom Management/ Parent Relations (2)
• EDU 467 Teaching Career and Technical Education (3)
• EDU 469 CTE Seminar (1) (take three times)

Concordia’s Program

At the conclusion of the 12 course hours, candidates receive a Concordia University CTE Certificate of Completion. This Certificate will be a key component of candidates’ Professional Growth Plan that is required for renewal of TSPC’s Three-Year Professional Technical License, and assures school administrators of a candidate’s readiness to effectively teach Career and Technical Education. Those who have already earned a BA or BS can earn the Certificate with graduate courses that can lead to a Master of Career and Technical Education. For more information, refer to the College of Education’s graduate programs.

Director of Christian Education (DCE)

The DCE major is designed for students desiring to serve in the educational ministries of the Church (children’s, youth, adult, family, and/or outreach ministries). Students prepare to lead in society and serve as lifespan Christian educators equipping others to passionately and courageously live their faith in word and action. DCEs, or Christian education leaders, work in congregations, along with pastors and other ministry organizations nurturing the faith of members and equipping them for ministry. The typical job description of a first-year DCE could include youth and education ministry, child and family ministry, outreach ministry, ministry development or other related ministry areas.

Classes and experiences are designed to equip the student in six functional roles essential for anyone moving into an entry level position as a Director of Christian Education: Christian educator, family life minister, leader, ministry consultant, mission/outreach leader, and administrator.
A student who desires to pursue the Christian Education major must apply through the Director of Christian Ministries before the end of his/her sophomore year, or, if a transfer student, before the end of the first semester at Concordia. An overall GPA of 2.50 is required for admission to the program and a GPA of 2.75 in the Professional Education requirements is necessary for graduation.

**Director of Christian Education Certificate**

To be certified as a DCE in the Lutheran Church-Missouri Synod, a year long internship in a congregation is required. A student applies for the DCE internship two semesters prior to when s/he hopes to begin the internship. Applications are available from the Director of Christian Ministries.

**Christian Education Major Requirements**

Students desiring only the BA in Christian Education only are not required to take the year long CED 490 DCE Internship in a congregation.

**Director of Christian Education Curriculum**

**BA General Education Requirements (49)**

The following are exceptions to the General Education requirements.

- Religion (11)
  - REL 141 Faith for the Future (3)
  - REL 211 History and Literature of the Old Testament (3)
  - REL 221 History and Literature of the New Testament (3)
  - REL 371 Introduction to World Religions (2)

**Director of Christian Education Professional Requirements (66)**

- CED 275 Parish Visitation and Evangelism (3)
- CED 305 Outdoor Christian Education (2)
- CED 310 Children’s Ministries (3)
- CED 312 History and Practice of DCE 2, (2)
- CED 315 Youth Ministries (3)
- CED 344 Field Experience, Religious Ed. (1)
- CED 383 Adult Ministries (3)
- CED 395 Teaching the Faith (3)
- CED 483 Leadership Development (2)
- CED 485 Family Ministries (3)
- EDU 232 Educational Psychology (2)
- EDU 260 Instructional Strategies (2)
- Choose one:
  - EDU 330 Educational Technology ECE/ELE (2)
  - EDU 333 Educational Technology ML/HS (2)
• PSY 321 Human Growth and Development (3)
• PSY 341 Adolescent Psychology (3)
• PSY 351 Adult Development (3)
• PSY 353 Parenting and Parent Education (3)
• PSY 480 Group Process (3)
• PSY 401 Person-Centered Communication (3)
• REL 220 Introduction to Christian Ministry I (1)
• REL 320 Introduction to Christian Ministry II (1)
• REL 331 The Christian Faith (3)
• REL 336 The Church at Work (2)
• REL 350 History of Christianity (3)
• REL 431 Lutheran Confessional Theology (3)
• Choose one of the following Biblical courses:
  o REL 315 Old Testament Writings (2)
  o REL 325 New Testament Writings (2)

Minor/Electives/Internship (12)

Select an additional 12 hours from one of the following options:

• Child and Family Minor (12)
• Outreach Minor (12)
• Youth Ministry Minor (12)
• CED 490 DCE Internship (12)
• Another CU-approved Minor (12)

Electives (12)

Post-BA DCE Certificate

There are two processes (DCE Colloquy and post-Bachelor’s DCE Certificate) by which an individual who already possesses a Bachelor’s degree may be certified as a Director of Christian Education. Determination of which process is more appropriate for an individual will be based on submitted application materials and an in-person interview.

DCE Colloquy

The DCE Colloquy is a process for rostering in the Lutheran Church-Missouri Synod. Those who qualify have full-time experience in a DCE-type position, as well as a majority of course work related to DCE certification. Colloquy students are generally assessed on previous related experience through written and oral examinations administered at the conclusion of required course work.

Post-Bachelor’s DCE Certificate

The post-Bachelor’s DCE certificate is designed for those who already have a Bachelor’s degree in any field, and who desire to make the career change into DCE
ministry. Each applicant to the program has the opportunity to demonstrate competency in the DCE functions and skills through a portfolio and interview. A review of the portfolio, transcripts, and a personal interview result in a recommendation as to which of the following courses a student will be required to take in order to receive DCE certification. A maximum of 56 hours plus the 12 hour internship will be required.

Admission Process for Post-BA DCE Certificate

- Apply to Concordia University-Portland requesting official transcripts from all colleges and universities attended. Complete the university application process as described in admissions materials.
- Contact the Director of Christian Ministries (DCM) requesting application materials for the post-BA DCE certification program.
- Create a professional development portfolio (PDP) based on the six functional roles of an entry level DCE.
- Complete an autobiography.
- Request that two references be sent to the DCM. One should be from your pastor; the other a work-related reference.
- Schedule an interview with the DCM.
- Participate in on-campus interview. Share current experiences and understandings related to ministry.
- Initiate course work towards becoming a certified DCE.

At the admission interview, courses will be identified that can be taken off-campus or in a distance-learning setting.

Post-BA DCE Certificate Curriculum

- REL 211 History and Literature of the Old Testament (3)
- REL 221 History and Literature of the New Testament (3)
- REL 331 The Christian Faith (3)
- REL 336 The Church at Work in Mission (2)
- REL 371 Introduction to World Religion (2)
- REL 431 Lutheran Confessional Theology (3)
- CED 275 Outreach, Assimilation, and Visitation (3)
- CED 310 Children’s Ministry (3)
- CED 312 History and Practice of DCE (2, 2)
- CED 315 Youth Ministry (3)
- CED 344 Field Experience – Religious Education (1)
- CED 383 Adult Ministry (3)
- CED 395 Teaching the Faith (3)
- CED 483 Leadership Development (2)
- CED 485 Family Ministry (3)
- EDU 232 Educational Psychology (2)
- PSY 321 Human Growth and Development (3)
- PSY 341 Adolescent Psychology (3)
- PSY 401 Person-Centered Communication (3)
- PSY 480 Group Process (3)
- CED 490 DCE Internship (After completion of course work) (12)
DCE Certification and Teacher Licensure

Students may choose to pursue both certification as a DCE and licensure as a teacher. Through the Master of Arts in Teaching (MAT) program, a BA graduate can work towards licensure as a teacher. After receiving the BA one would need to complete both of the following:

- A year-long congregational internship
- The 11-month Master of Arts in Teaching (June-May)

While it does not matter which is completed first, they cannot be completed simultaneously. Students who choose this route will complete five years of coursework and a year-long internship. They will receive a BA in Christian Education, the Master of Arts in Teaching, and certification as a Director of Christian Education. Graduates are eligible to apply for teacher licensing through Oregon Teacher Standards and Practices Commission (TSPC). With minor adjustments, it is possible for graduates holding an Oregon license to teach in other states. For more information on the MAT program and its processes, contact the program director.

For those not interested in pursuing a Master's, a student can complete the professional education requirements of the undergraduate teacher education program after which Oregon teacher licensure may be obtained. Contact the College of Education to consider the best option.

International Teaching and Study Opportunities

The College of Education offers a number of exciting international educational opportunities for students. Specific details on the programs listed below can be obtained in the Education Office.

China

Guanxi Teachers University – During the sophomore, junior, or senior year, students from any program may elect to complete a “study abroad” fall semester at Guanxi Teachers University in Guilin, China. While in the Orient, students complete a full schedule of classes which will, in most cases, articulate with their Concordia program.

Internship Opportunities

This is a one-year commitment designed to place teacher education students who have completed their junior year in private school locations around China for a year of concentrated exposure to Chinese culture. During the year, students gain valuable teaching experience by instructing Chinese students in English. Funding for this program is provided through donors. Extensive preparation and training experiences are provided, as well as a mid-year Hong Kong conference.
Summer Internship

Located in Northern China, this program seeks to expose those interested in service and witness to the opportunities and realities of China. Language learning, cultural awareness, and development of skills for Christian witnessing are focus areas during this seven-week program. Preparation and training are provided. This program is self-funded.

Opportunities for Graduates

There are also two-year, one-year, and summer teaching programs available for teacher education graduates desiring to serve in China. Further information and contact numbers for these programs are available in the Education Office.

Great Britain

During the sophomore, junior, or senior year, students may elect to complete a "study abroad" fall semester at Oak Hill College outside of London. While in Great Britain, students complete a full schedule of classes which will, in most cases, articulate with their Concordia program.

Japan

Anytime after the sophomore year, education students can spend a summer at Fuji-Phoenix school in Japan teaching English language skills. Airfare, room and board are provided.

Title II Compliance

Section 207 of Title II Higher Education Act requires the Department of Education to collect data on the state assessments, other requirements, and standards for teacher certification and licensure, as well as data on the performance of teacher preparation programs. Concordia University’s College of Education takes pride in the following information regarding its teacher preparation program in the compliance with these reporting requirements.

Section I – Testing Required for Program Admission

In Oregon, a system of multiple measures is used to determine the status of “program completer.” One component of this system requires the educator to pass both a basic skills test and a battery of subject matter tests. For basic skills testing, the educator may choose to take the California Basic Skills Test (CTEST) or the PRAXIS I: Pre-Professional Skills Test (PPST), or the C-PPST on computer. Authorizations in early childhood, elementary, and middle level teaching require passing scores on the Multiple Subjects Assessment for Teachers (MSAT). Secondary educators must pass the PRAXIS II in their specific subject matter. Students planning to teach in Washington State must pass the WEST-B basic skills test.
Test Pass Rates

Because passing of basic skills and subject matter tests is required for program completion in Oregon, the state pass rate is 100%. Those who do not pass the required tests are not considered program completers and are not eligible for Initial Teaching Licenses.

Pass Rate Report

2006: Cohort 2005-2006 = 100%

Section II – Required Program Information

1. During the 2005-2006 academic year, 275 students were enrolled in initial licensure programs.
2. During the same year, 387 students were supervised in student teaching experiences by 81 full-time and part-time faculty resulting in a student/faculty ratio of 4.77 to 1.
3. Education candidates invest a minimum of 600 hours in supervised student teaching experiences.
4. All of Concordia’s education programs are approved by the state licensing commission – Teacher Standards and Practices Commission (TSPC).
5. None of Concordia University’s education programs has been designated “low-performing” by the state (as per section 208[a] of HEA of 1998).

COLLEGE OF THEOLOGY, ARTS AND SCIENCES

The College of Theology, Arts and Sciences strives to create a community of mature, critical thinkers informed by the Christian faith who become leaders in service to the Church and society. Students are challenged to explore a wide variety of liberal arts and pre-professional course offerings in order to better prepare them to deal with the rapid pace of change encountered in today’s world. Majors offered are in a variety of exciting fields including biology, chemistry, English, environmental management, history, humanities, interdisciplinary studies, psychology, social science, and theology. New students join award-winning students in a variety of activities including, carrying out cutting-edge research, assisting young people in coping with tragedy in their lives, or carrying the gospel of Jesus to the peoples of China. These and many other opportunities challenge Concordia students who are a community of learners guided by caring, Christian faculty who know each student as a person and work hard to support all students in their quest for fulfillment and meaning in life.
Special Offerings of the College of Theology, Arts and Sciences

Art at Grunewald Guild

Students may receive credits through Concordia University by special arrangement with Grunewald Guild and Concordia’s Provost and Registrar. Courses are offered at the Guild in summer. The Grunewald Guild is located in Leavenworth, Washington. Additional information is available through the Performing and Visual Arts Department.

The Shakespeare Authorship Studies Conference

Concordia University’s Department of Humanities, in cooperation with CU’s College of Theology, Arts and Sciences, sponsors the annual Shakespeare Authorship Studies Conference, an international congress of scholars and students of Shakespeare that convenes each spring semester on the campus of Concordia University.

This four-day conference is dedicated to the furtherance of Shakespeare scholarship and demonstration of the breadth and depth of the skepticism that prompts legitimate doubt regarding conventional assumptions about the origins of the Shakespeare texts. Undergraduate and graduate student participation is invited and encouraged.

The Institute for Shakespeare Authorship Studies

The Institute for Shakespeare Authorship Studies is part of the educational project of the university’s Shakespeare Authorship Studies Conference.

Each summer, the Institute offers intensive, non-credit course instruction and discussion on topics related to the study of the Shakespeare texts that proceed from the thesis that those works may have been the pseudonymous composition by a writer other than the man to whom the authorship of the Shakespeare canon conventionally has been attributed.

Study weeks include instruction, tours, recreational opportunities, and theatrical entertainment. For more information, contact the College of Theology, Arts and Sciences or Professor Daniel Wright.

Admissions Standards to Programs and Majors

General Admissions Standards for the College of Theology, Arts and Sciences Programs and Majors (Except the Interdisciplinary Studies Major):

1. Completion of 45 semester hours of credit with a cumulative GPA of 2.50.
2. Successful completion of 30 semester hours of courses required to meet the general education requirements of the university.
3. Successful completion of at least one course in the program or major on Concordia’s campus. Provisional acceptance of transfer students may occur, pending successful completion of such a course.
4. A maximum of 50% of the academic work required for completion of a program or major will be applied to the graduation requirements prior to full admission to the College of Theology, Arts and Sciences.
5. Completion of an “Application for Admission to the College of Theology, Arts and Sciences.” Such application will include an essay describing the student’s professional and academic goals, contain three references to the student’s potential, and provide personal information necessary to communicate with the student.
6. Successful completion of a standardized test of basic knowledge, skills, and attitudes appropriate to the field of study, or another evaluation tool (e.g., portfolio of work).
7. Successful completion of an oral interview of the applicant by a committee of faculty determined and assigned by the Department Chair of the program or major for which the application is being made. This interview will normally take place during the second semester of the sophomore year for traditional students, and at the end of the first semester in residency for transfer students, provided the above criteria are met.

Specific admission standards may vary by major. For Psychology majors, a background check will be conducted through the state police.

Notification of successful or unsuccessful completion of the admissions process will be made by the appropriate Department Chair to the Dean of the College of Theology, Arts and Sciences. The student will be notified of the results by the Dean.

**Associate of Arts in General Studies**

Concordia University offers students the opportunity to receive an Associate of Arts degree in General Studies. The course work required for this degree is broadly based and provides the student with a strong foundation and flexibility that allows students to continue their education in a wide variety of fields at a later time.

Those pursuing the Associate of Arts in General Studies program complete the following graduation requirements:

- After full admission to Concordia, a student must complete 30 of the final 40 hours (excluding credit by exam and PLE) at Concordia.
- At least 63 semester credits are earned in 100-level or above courses with a GPA of 2.00.
- At least 50 hours must be earned in courses which carry a letter grade rather than P/NP.

**General Education Requirements (28)**

- Arts and Sciences (28.5)
  - BIO 288/PSY 288 Departmental Seminar (1)
Elective Requirements (6.5)

Biology

The Math-Science department prides itself in preparing students for careers in science-related fields. The degrees can prepare students for professional graduate programs including physical therapy, occupational therapy, physician assistant, medicine, dentistry, forensic science, veterinary science, and other allied health fields. In addition, many of our graduates pursue research careers, particularly in the rapidly expanding areas of molecular biology and biotechnology. Concordia also has a highly-respected program for those who wish to teach biology at the junior and senior high school levels. To be admitted to the Biology major, students must have a minimum cumulative GPA of 2.50, demonstrate competency in basic biology, and attain junior status.

BA General Education Requirements (42)

The following are exceptions to the General Education requirements.

- MTH 124 Pre-Calculus (3)
- Natural Science requirements are met through major.

Biology Core Requirements (29 — 30)

- BIO 211* General Biology I (4)
- BIO 212* General Biology II (4)
- BIO 288 Biology Seminar (1)
- BIO 315 Genetics (4)
- BIO 488 Biology Seminar (1)
- Choose One:
  - BIO 492, 493, 494 Thesis Preparation, Thesis I, Thesis II (1,2,2)
  - BIO 496/HPE 496 Biology/Athletic Treatment Practicum (3)
- CHM 211 Inorganic Chemistry I (4)
- CHM 212 Inorganic Chemistry II (4)
• CHM 344 Organic Chemistry I (4)

* May be waived with successful completion of the biology entrance exam at the students request and approval of the Department Chair.

**Concentration Requirements**

Biology majors must complete one area of concentration.

• Environmental Management
• General Biology
• Molecular Biology
• Pre-Athletic Training
• Pre-Medical Studies
• Pre-Occupational Therapy
• Pre-Physical Therapy
• Pre-Physician’s Assistant

**Environmental Management (28)**

• BIO 411 Ecology (3)
• CHM 321 Environmental Chemistry (3)
• ENV 311 Environmental/Natural Resources Law and Ethics (3)
• ENV 401 Environmental/Natural Resources Reg. and Compliance (3)
• MTH 231 Research and Statistical Techniques (3)
• PHY 211 General Physics I (4)
• SCI 112† Environmental Science (3)
• Choose 6 additional hours from the following:
  o BIO 370 Field Biology (3)
  o CHM 345 Organic Chemistry II (4)
  o CHM 414 Biochemistry I (4)
  o CHM 421 Toxicology and Risk Assessment (3)
  o GLG 101 Geology (3)
  o GLG 471 Hydrogeology (3)
  o PHY 212 General Physics II (4)

† May be waived upon successful completion of an environmental entrance exam at the student’s request and approval of the Department Chair.

**General Biology (24)**

• BIO 426 Evolution (3)
• MTH 231 Research and Statistical Techniques (3)
• Choose 18 additional hours from the following:
  o BIO 284 Microbiology (3)
  o BIO 321 Developmental Biology (3)
  o BIO 325 Immunology (3)
  o BIO 365 Human Physiology (4)
  o BIO 370 Field Biology (3)
Molecular Biology (24)

- BIO 457 Molecular Biology (3)
- CHM 414 Biochemistry I (4)
- CHM 415 Biochemistry II (4)
- MTH 231 Research and Statistical Techniques (3)
- Choose 10 additional hours from the following:
  - BIO 321 Developmental Biology (3)
  - BIO 325 Immunology (3)
  - BIO 426 Evolution (3)
  - CHM 345 Organic Chemistry II (4)
  - CHM 441 Physical Chemistry (3)
  - MTH 211 Calculus I (4)
  - MTH 212 Calculus II (4)
  - PHY 211 General Physics I (4)
  - PHY 212 General Physics II (4)

Pre-Athletic Training (27.5)

- BIO 364 Human Anatomy and Physiology II (4)
- BIO 365 Human Anatomy and Physiology II (4)
- HPE 196 Intro to Athletic Treatment (1)
- HPE 296 Beginning Athletic Treatment (1)
- HPE 330 First Aid and CPR (.5)
- HPE 340 Prevention and Care of Athletic Injuries (3)
- HPE 396 Intermediate Athletic Treatment (1)
- HPE 440 Advanced Athletic Training (2)
- HPE 444 Injury Treatment and Rehabilitation (2)
- Choose 9 additional hours from the following:
  - BIO 284 Microbiology (3)
  - HPE 368 Motor Learning (3)
  - HPE 452 Adapted Physical Activity and Sport (3)
  - HPE 462 Nutrition for Sport (3)
  - HPE 472 Kinesiology (3)
  - HPE 492 Exercise Physiology (3)
  - PHY 211 General Physics I (4)

Note: It is recommended that those going on to graduate programs in Athletic Training take the additional 13 hours listed.
Pre-Medical Studies (26)

- CHM 414 Biochemistry I (4)
- MTH 211 Calculus I (4)
- MTH 231 Research and Statistical Techniques (3)
- PHY 211 General Physics I (4)
- PHY 212 General Physics II (4)
- Choose 7 additional hours from the following:
  - BIO 284 Microbiology (3)
  - BIO 321 Developmental Biology (3)
  - BIO 325 Immunology (3)
  - BIO 364 Human Anatomy (4)
  - BIO 365 Human Physiology (4)
  - CHM 345 Organic Chemistry II (4)
  - CHM 414 Biochemistry II (4)
  - MTH 212 Calculus II (4)

Pre-Occupational Therapy (22.5 — 25.5)

- Choose either:
  - BA 226 Computer Business Appreciation (3)
  - OR
  - Demonstration of competence in computer applications (word processing, spreadsheet, and Internet accessing)
- BIO 364 Human Anatomy and Physiology I (4)
- BIO 365 Human Anatomy and Physiology II (4)
- HPE 330 First Aid and CPR (.5)
- MTH 231 Research and Statistical Techniques (3)
- OT 106 Medical Terminology (1)(Taught from Concordia-Mequon)
- PHY 211 General Physics I (4)
- PSY 321 Human Growth and Development (3)
- PSY 434 Abnormal Psychology (3)

Pre-Physical Therapy (26)

- BIO 364 Human Anatomy and Physiology I (4)
- BIO 365 Human Anatomy and Physiology II (4)
- MTH 231 Research and Statistical Techniques (3)
- PHY 211 General Physics I (4)
- PHY 212 General Physics II (4)
- Choose 7 additional hours from the following:
  - BIO 284 Microbiology (3)
  - BIO 321 Developmental Biology (3)
  - BIO 325 Immunology (3)
  - CHM 345 Organic Chemistry II (4)
  - CHM 414 Biochemistry I (4)
  - CHM 415 Biochemistry II (4)
  - HPE 340 Prevention, Care and Rehabilitation of Athletic Injuries (3)
  - HPE 368 Motor Learning (3)
- HPE 422 Psychology of Sport and Physical Activity (3)
- HPE 432 Measurement and Evaluation in HPE (3)
- HPE 440 Advanced Athletic Training (2)
- HPE 444 Injury Treatment and Rehabilitation (2)
- HPE 472 Kinesiology (3)
- HPE 492 Exercise Physiology (3)

Pre-Physician’s Assistant (28 – 31)

- Choose either:
  - BA 226 Computer Business Appreciation (3)
  - OR
    - Demonstration of competence in computer applications (word processing, spreadsheet, and Internet accessing)
- BIO 284 Microbiology (3)
- BIO 364 Human Anatomy and Physiology I (4)
- BIO 365 Human Anatomy and Physiology II (4)
- CHM 414 Biochemistry I (4)
- MTH 231 Research and Statistical Techniques (3)
- PSY 321 Human Growth and Development (3)
- Choose 7 additional hours from the following:
  - BIO 321 Developmental Biology (3)
  - BIO 325 Immunology (3)
  - BIO 457 Molecular Biology (3)
  - CHM 345 Organic Chemistry II (4)
  - CHM 415 Biochemistry II (4)
  - MTH 211 Calculus I (4)
  - MTH 212 Calculus II (4)
  - PHY 211 General Physics I (4)
  - PHY 212 General Physics II (4)

Chemistry

The Math-Science department prides itself in preparing students for careers in science-related fields. The degrees can prepare students for professional programs including chemical analysis, industrial chemistry, and laboratory management. In addition, graduates may pursue research careers in the area of chemical engineering and environmental chemistry. Concordia also has a highly-respected program for those who wish to teach chemistry at the junior and senior high school levels. To be admitted to the Chemistry major, students must have a minimum cumulative GPA of 2.50, demonstrate competency in basic chemistry, and attain junior status.

BA General Education Requirements (39)

The following are exceptions to the General Education requirements:

Mathematics and Natural Science requirements are met through major.
Chemistry Core Requirements (55 – 57)

- BIO 211 General Biology I (4)
- CHM 211 Inorganic Chemistry I (4)
- CHM 212 Inorganic Chemistry II (4)
- CHM 288/CHM 488 Departmental Seminar (1, 1)(minimum 2)
- CHM 344 Organic Chemistry I (4)
- CHM 345 Organic Chemistry II (4)
- CHM 414 Biochemistry I (4)
- CHM 415 Biochemistry II (4)
- CHM 441 Physical Chemistry (3)
- MTH 211 Calculus I (4)
- MTH 212 Calculus II (4)
- MTH 231 Research and Statistical Techniques (3)
- PHY 211 General Physics I (4)
- PHY 212 General Physics II (4)
- Choose One:
  - CHM 492, 493, 494 Thesis Preparation, Thesis I, Thesis II (1,2,2)
  - OR
  - CHM 496 Chemistry Practicum (3)

Minor Electives (12)

Cannot include any of the Chemistry core requirements

Electives (17-18)

The student needs sufficient electives to meet the 124 hours required for graduation. At least 45 of the 124 hours must be in 300- or 400-level courses.

English

The courses in the English major paint a coherent portrait of humanity, both past and present, Western and non-Western, men and women, rich and poor. The major is interdisciplinary in nature, concerned with the nexus of relationship between literature, history, and culture. The theme “Cultures in Transition” supplies a focus for all the courses offered within the major. The English major provides small classes that intentionally create opportunities for students to work closely with faculty and other students, foster clear thinking and the development of problem solving skills, and assist the student to learn how to learn. Capitalizing on its urban setting, the English major provides a bridge to your career by offering field work experiences and internships in local businesses, public TV or radio, newspapers, or the arts community. Admission to the English major requires a minimum cumulative GPA of 2.50, demonstration of competency in English composition, and attainment of junior status.
BA General Education Requirements (48)

English Core Requirements (42)

- American Literature (Choose at least one):
  - ENG 231 American Literature I (3)
  - ENG 232 American Literature II (3)
  - ENG 342 Women and the Literary Tradition (3)
- British Literature (Choose at least one):
  - ENG 222 British Literature I (3)
  - ENG 223 British Literature II (3)
  - ENG 321 Shakespeare (3)
- World Literature (Choose at least one):
  - ENG 310 World Drama (3)
  - ENG 315 The World Novel (3)
  - ENG 462 The Hero: A Study in Ideal Types (3)
- Career Opportunities (Choose three credits from the following):
  - ENG 201 Student Newspaper (1)
  - WR 210 Writing Center Staff (1)
  - ENG 217 Literary Journal I (1)
  - ENG 218 Literary Journal II (1)
  - WR 304 Art of the Essay: Creative Nonfiction (3)
  - WR 305 Journalism and Feature Writing (3)
  - WR 306 Technical and Science Writing (3)
  - WR 352 Creative Writing (3)
- Senior Project (3-5)
  - ENG 492 Senior Thesis Prep (1)
  - ENG 493 Senior Thesis Part I (2)
  - ENG 494 Senior Thesis Part II (2)
  - OR
  - ENG 496 English Practicum (3)
- English Elective Credits (25-27)
  - Choose English credits to reach the total of 42.

Minor Electives (12)

Cannot duplicate major requirements

Electives (22)

The student needs sufficient electives to meet the 124 hours required for graduation. At least 45 of the 124 hours must be in 300- or 400-level courses.

Environmental Management Program

Environmental Management and Natural Resource Management are becoming more and more sophisticated. The number of academic disciplines involved is significant – it is almost impossible to find a discipline today which does not touch these areas.
In educating the environmental and natural resource professional of tomorrow, Concordia University considers it important, at the undergraduate level, to give the student a firm grounding in a specific discipline. At Concordia these disciplines can be Biology, Business, or Chemistry. Our Environmental Management Program enhances these basic disciplines, thereby enabling the graduate to have a better understanding of how the myriad parts come together to resolve environmental and natural resource issues.

Underlying the entire program is the fundamental tenet that “the Earth and all that is in it must be respected and cherished because God made it and saw that it was good.” The perpetual question for us as Christians is: How do we cherish and respect the Earth? Concordia’s answer lies partly in the course structure set forth on the pages referenced below.

To earn a minor in Environmental Management, consult the requirements of the BA Biology or BA Business areas.

**History**

The History major prepares students for a variety of careers and professions. Because it prepares highly competent writers and communicators, history majors frequently find employment in the fields of communication and public relations, as well as marketing and advertising. It also serves as an excellent preparation for students who are interested in politics and public policy. Many students use the history major as a springboard into the Master of Arts in Teaching (MAT), often as a preparation for a career in secondary education. Finally, the history major is ideally suited for students who are planning to go on to graduate school, especially if the desired career is in the social sciences or law.

**BA General Education Requirements (48)**

The following are exceptions to the General Education requirements.

Social Science requirements are met through major.

**History Major Requirements (44)**

- Core Requirements (21)
  - HST 201/PSC 201 Introduction to American Government (3)
  - HST 202 Europe in Transition: 1300-1789 (3)
  - HST 203 Europe since 1789 (3)
  - HST 215 American Civilization I (3)
  - HST 216 American Civilization II (3)
  - HUM 288/488 Departmental Seminar (1)
  - HST 492 Thesis Preparation (1)
  - HST 493 Senior Thesis I (2)
  - HST 494 Senior Thesis II (2)
Upper-Division Courses (23)

Offered on a rotating biannual schedule. Choose 23 hours from the following:

- HST 331 Media and Culture in 20th Century America (3)
- HST 332 Race Relations in American History (3)
- HST 335 History and Culture of India (3)
- HST 336 US Since (1945 3)
- HST 337 The Sixties in its Own Write (3)
- HST 342 Women and the Literary Tradition (3)
- HST 347 Modern Germany (3)
- HST 348 Modern Russia (3)
- HST 349 Renaissance and Reformation (3)
- HST 351 Religion in American Life (3)
- HST 355 History of the Middle East (3)
- HST 363 Totalitarianism in History (3)
- HST 364 Modern Asia (3)
- HST 389 Classical Greece and Rome (3)
- PSC 365 Introduction to International Relations (3)

Electives (32)

The student needs sufficient electives to meet the 124 hours required for graduation. At least 45 of the 124 hours must be in 300- or 400-level courses.

Humanities

The Humanities expose students to the disciplines of literature, history, and religious studies so that they will have an advanced understanding of the cultural heritage of civilization as well as knowledge of our current human condition. Few majors better prepare students for the rigors of graduate study in law, government, international studies, or conflict resolution/peace studies. CU’s graduates have been highly successful in gaining admittance to competitive graduate schools. Some have chosen to seek licensure to teach high school; others have entered the business world where strong communication and analytical skills are highly valued.

BA General Education Requirements (48)

Literature Core Requirements (18)

Choose 12 hours from one emphasis and 6 hours from the other

- American Literature emphasis:
  - ENG 231 American Literature I (3)
  - ENG 232 American Literature II (3)
  - ENG 337 The Sixties: A Groove and a Gas in Its Own Write (3)
  - ENG 342 Women and the Literary Tradition (3)
  - ENG 348 Film and Literature (3)
- British and World Literature emphasis:
ENG 222 British Literature I (3)
ENG 223 British Literature II (3)
ENG 310 World Drama (3)
ENG 315 The World Novel (3)
ENG 321 Shakespeare (3)
ENG 363 European Novel (3)
ENG 462 The Hero: A Study in Ideal Types (3)
ENG 464 The Gothic Novel (3)

### History Core Requirements (15)

Choose HST 202 or HST 203 and 12 hours from one emphasis

- Choose one:
  - HST 202 Europe in Transition: 1300-1789 (3)
  - HST 203 Europe Since 1789 (3)
- American History emphasis:
  - HST 215 American Civilization I (3)
  - HST 216 American Civilization II (3)
  - HST 332 Race and Ethnicity in American History (3)
  - HST 351 Religion in American Life (3)
  - HST 336 US Since 1945 (3)
- European/World History emphasis:
  - HST 348 Russia in the 20th Century (3)
  - HST 349 Renaissance and Reformation (3)
  - HST 355 History of the Middle East (3)
  - HST 364 Modern Asia (3)
  - PSC 365 Introduction to International Relations (3)
  - HST 389 Classical Greece and Rome (3)

### Religion Core Requirements (6 — 7)

Choose at least 6-7 credits

Both REL 211 and REL 221 must be taken. Choose the one that was not completed in the Religion requirements of the General Education requirements.

- REL 211 History and Literature of the Old Testament (3)
- REL 221 History and Literature of the New Testament (3)
- REL 361 Introduction to Ethics (3)
- REL 480 Religion and Literature (2)

### Thesis Requirements (5)

- HUM 492 Senior Thesis Preparation (1)
- HUM 493 Senior Thesis Part I (2)
- HUM 494 Senior Thesis Part II (2)
Minor Electives (12)

Cannot duplicate major requirements.

Electives (19 — 20)

The student needs sufficient electives to meet the 124 hours required for graduation. At least 45 of the 124 hours must be in 300- or 400-level courses.

Interdisciplinary Studies

A major in Interdisciplinary Studies allows students the freedom to select from a broad range of coursework in tailoring a program to their own specifications. In one sense, the interdisciplinary major is a continuation of the exploration provided by the breadth of the general education requirements. Students are required to complete 40 semester hours in one area, 12 in another, and 16 hours which cover at least two others, in addition to completing the general education requirements. Graduates would be well-prepared to proceed on to graduate school or enter the workforce in a wide variety of entry-level positions requiring broad training and skills. Admission to the Interdisciplinary Studies major requires a minimum cumulative GPA of 2.00, demonstration of competency in general education requirements, and attainment of junior status.

BA General Education Requirements (48)

Primary Discipline (40)

These courses must be part of a recognized program or major in the College of Theology, Arts and Sciences (Biology, Chemistry, English, History, Humanities, Psychology, Social Science, or Theology) and must include at least 24 hours of upper-division credits. Courses taken to meet the primary discipline requirement cannot duplicate general education courses.

Secondary Discipline (12)

Must include at least 6 hours of upper-division credits in one field. Cannot duplicate general education or primary discipline courses.

Distribution Credits (16)

Cannot duplicate general education, primary or secondary discipline courses. Must be distributed among at least two curricular areas outside of the primary and secondary disciplines.

Electives (8)

The student needs sufficient electives to meet the 124 hours required for graduation. At least 45 of the 124 hours must be in 300- or 400-level courses.
Psychology

The Psychology major offers students an opportunity to explore the forces that shape human behavior and thought. In addition to completing the psychology core requirements, students choose one of three concentrations: addiction studies, child and family development, or graduate school preparation. This degree program provides outstanding preparation for working in the mental health profession, advocating for children, youth and families, or matriculating into graduate school programs designed to produce counselors, psychologists, or psychiatrists. Admission to the Psychology major requires a minimum cumulative GPA of 2.50, demonstration of competency in the principles of psychology, and attainment of junior status.

BA General Education Requirements (44)

The following are exceptions to the General Education requirements.

Social Science requirements are met through major.

Psychology Core Requirements (42)

- PSY 201 Principles of Psychology (3)
- PSY 202 Applications in Psychology (2)
- PSY 231 Research and Statistical Techniques (3)
- PSY 312 Human Sexuality (3)
- PSY 321 Human Growth and Development
- PSY 341 Adolescent Psychology (3)
- PSY 342 Marriage and Family Life (3)
- PSY 350 Counseling (3)
- PSY 351 Adult Development (3)
- PSY 401 Person Centered Communication (3)
- PSY 434 Abnormal Psychology (3)
- PSY 480 Group Process (3)
- SOC 211 Principles of Sociology I (2)
- SOC 212 Principles of Sociology II (2)
- SOC 321 Sociology of Diversity (3)

Emphasis Options (24)

- Addiction Studies
- Child and Family Development
- Preparation for Graduate School

Electives (14)

The student needs sufficient electives to meet the 124 hours required for graduation. At least 45 of the 124 hours must be in 300- or 400-level courses.
Addiction Studies at Clark Community College, Portland Community College, or Mt. Hood Community College

Additional coursework at CU (required)

- Choose one:
  - PSY 492 Thesis Preparation (1)
  - PSY 493 Senior Thesis I (2)
  - PSY 494 Senior Thesis II (2)
    - OR
  - PSY 391 Pre-Internship Seminar (1)
  - PSY 491 Psychology Internship (5)

Child and Family Development

- PSY 353 Parenting and Parent Education (3)
- PSY 362 Social Psychology (3)
- PSY 391 Pre-Internship Seminar (1)
- PSY 491 Psychology Internship (5)
- Choose 12 credits from the following courses:
  - PSY 343 Psychology of Personality (3)
  - PSY 390 Children with Exceptionalities (2)
  - PSY 412 Neurological Psychology (3)
  - PSY 422 Psychology of Sport and Physical Activity (3)
  - PSY 432 Experimental Psychology (3)
  - PSY 440 Multicultural Counseling and Education (3)
  - PSY 457 Growth and Development of the Young Child (3)
  - PSY 492, 493, 494 Thesis Prep, Thesis I & II (1, 2, 2)
  - Up to 4 credits may be from seminars
    - PSY 251 Psychology Seminar (1)
    - PSY 451 Psychology Seminar (1)
    - PSY 288 Departmental Seminar (1)
    - PSY 488 Departmental Seminar (1)
  - SCW 361 Chemical Dependency and Addictive Behavior (3)
  - SCW 421 Social Work with Children and Adolescents (3)

Preparation for Graduate School

- PSY 343 Psychology of Personality (3)
- PSY 412 Neurological Psychology (3)
- PSY 432 Experimental Psychology (3)
- PSY 492 Thesis Preparation (1)
- PSY 493 Senior Thesis I (2)
- PSY 494 Senior Thesis II (2)
- Choose 10 credits from the following courses:
  - PSY 353 Parenting and Parent Education (3)
  - PSY 362 Social Psychology (3)
  - PSY 390 Children with Exceptionalities (2)
  - PSY 422 Psychology of PE and Sport (3)
o PSY 440 Multicultural Counseling and Education (3)
o PSY 457 Growth and Development of the Young Child (3)
o Up to four credits may be from seminars
   • PSY 251 Psychology Seminar (1)
   • PSY 451 Psychology Seminar (1)
   • PSY 288 Departmental Seminar (1)
   • PSY 488 Departmental Seminar (1)
o PSY 391 Pre-Internship Seminar (1) & PSY 491 Psychology Internship (5)
o SCW 361 Chemical Dependency and Addictive Behavior (3)
o SCW 421 Social Work with Children and Adolescents (3)

Social Sciences

The study of the Social Sciences prepares students for a wide range of professional careers, particularly in the human services. Alumni have traditionally entered careers in community/social services, criminal justice, and law enforcement. Others have pursued graduate school in various fields, including Psychology, Social Work, Law, Political Science, History, Conflict Resolution Studies/Peace Studies, and Education. With this degree you choose one of the following concentrations in addition to your Social Science Core: History, Sociology, or Psychology.

BA General Education Requirements (44)

The following are exceptions to the General Education requirements.

Social Science requirements are met through major.

Social Science Core Requirements (42)

- ECN 203 Foundations of Economics (4)
- ENG 351 Advanced Speech (3)
- GEO 110 Introduction to Cultural Geography (2)
- HST 215 American Civilization I (3)
- HST 216 American Civilization II (3)
- Choose One
  - HST 202 Europe in Transition: 1300-1789 (3)
  - HST 203 Europe Since 1789 (3)
- PHL 201 Introduction to Philosophy (3)
- PSC 201 Introduction to American Government (3)
- PSY 201 Principles of Psychology (3)
- PSY 202 Applications in Psychology (2)
- SOC 211 Principles of Sociology I (2)
- SOC 212 Principles of Sociology II (2)
- SOC 231 Research and Statistical Techniques (3)
- SOC 321 Sociology of Diversity (3)
- SOC 496 Sociology Practicum (3)
Emphasis Options

Students choose one of two options:

1. Core and one concentration plus 8 credits from another concentration.
2. Core and one concentration plus 8 credits from a foreign language.

Concentrations

- Sociology
- History
- Psychology

Electives (10)

Students need sufficient electives to meet the 124 hours required for graduation. At least 45 of the 124 hours must be in 300- or 400-level courses.

Sociology (20)

- HCA 411 Health Care Law and Ethics (3)
- SCW 251 Introduction to Social Work (2)
- SCW 361 Chemical Dependency and Addictive Behavior (3)
- SCW 421 Social Work with Children and Adolescents (3)
- SCW 472 Social Policy (3)
- SOC 342 Marriage and Family Life (3)
- SOC 362 Social Psychology (3)

History (20)

- Up to 4 credits may be from the seminars
  - HUM 288 Departmental Seminar (1)
  - HUM 488 Departmental Seminar (1)
- HST 331 Media and Culture in 20th Century America (3)
- HST 332 Race Relations in American History (3)
- HST 335 History and Culture of India (3)
- HST 336 United States Since 1945 (3)
- HST 337 The Sixties: In Its Own Write (3)
- HST 342 Women and the Literary Tradition (3)
- HST 347 Modern Germany (3)
- HST 348 Modern Russia (3)
- HST 349 Renaissance and Reformation (3)
- HST 351 Religion in American Life (3)
- HST 355 History of the Middle East (3)
- HST 363 Totalitarianism in History (3)
- HST 364 Modern Asia (3)
- HST 389 Classical Greece and Rome (3)
- PSC 365 Introduction to International Relations (3)
Psychology (20)

- Up to 4 credits may be from the seminars
  - PSY 288 Departmental Seminar (1)
  - PSY 488 Departmental Seminar (1)
  - PSY 251 Psychology Seminar (1)
  - PSY 451 Psychology Seminar (1)
- PSY 312 Human Sexuality (3)
- PSY 321 Human Growth and Development (3)
- PSY 341 Adolescent Psychology (3)
- PSY 342 Marriage and Family Life (3)
- PSY 343 Psychology of Personality (3)
- PSY 350 Counseling (3)
- PSY 351 Adult Development (3)
- PSY 353 Parenting and Parent Education (3)
- PSY 362 Social Psychology (3)
- PSY 390 Children with Exceptionalities (2)
- PSY 401 Person-Centered Communication (3)
- PSY 412 Neurological Psychology (3)
- PSY 422 Psychology of PE and Sport (3)
- PSY 432 Experimental Psychology (3)
- PSY 434 Abnormal Psychology (3)
- PSY 457 Growth and Development of the Young Child (2)
- PSY 480 Group Process (3)

Division of Theology

The mission of the Division of Theology, in accord with the mission of the university and the College of Theology, Arts and Sciences, is to “prepare leaders to transform church and society, inspired by the love of Christ and the vision of his Kingdom.”

The original and historic purpose of Concordia Portland was the education of future pastors for ministry in the Lutheran Church – Missouri Synod. While Concordia has greatly expanded its mission in the last century, the preparation of pastors, other church workers and church leaders continues to stand at the core of Concordia’s identity.

The Division of Theology offers a flexible major which provides a solid theological grounding for those who are called in a variety of directions: seminary studies and pastoral ministry; graduate studies and teaching in religion; professional ministry directly following the bachelor’s degree; and those simply interested in studying theology. It also offers a Pastoral Studies Certificate to better prepare those who already have a bachelor’s degree for seminary-level education. The Leadership Advancement Process (LAP) equips persons for pastoral ministry or service as lay assistants.
Theology Major

BA General Education Requirements (49)

As part of the General Education Requirements, Theology students are required to take 11 hours of General Education courses in religion (the regular requirements for non-theology majors is 10 hours)

- Religion (11)
  - REL 211 History and Literature of the Old Testament (3)
  - REL 221 History and Literature of the New Testament (3)
  - REL 371 World Religions (2)
  - REL 401 Faith for Life (3)

Theology Core Requirements (31)

In addition to the General Education Requirements in religion, the following core courses are required of all theology majors:

- Choose one :
  - REL 352 Church History I: Early Church to the Reformation (3)
  - REL 353 Church History II: Reformation to Today (3)
  - REL 331 Christian Doctrine (3)
  - REL 336 The Church at Work in Mission (2)
  - REL 361 Christian Ethics (3)
  - REL 372 Biblical Interpretation and Proclamation (3)
  - REL 492 Thesis Preparation (1)
  - REL 493 Senior Thesis I (2)
  - REL 494 Senior Thesis II (2)
  - Foreign Language (6 credits minimum, e.g. German, Spanish, Latin, Greek, Hebrew)
  - Religion Electives (6)

Emphases

Theology includes three areas of emphasis within which students will pursue a degree, beyond General Education requirements and the Theology core curriculum: sacred texts; theology; history and culture; and missional and practical theology. Students will select 9 hours of courses from each of two out of three areas of emphasis:

1. Sacred Texts
   - GRK 201 Elementary Greek I (5)
   - GRK 202 Elementary Greek II (4)
   - GRK 401 Advanced Greek Reading: The Gospels (3)
   - GRK 402 Advanced Greek Reading: The Epistles (3)
• HEB 301 Elementary Hebrew (4)
• HEB 302 Elementary Hebrew (4)
• LAT 101 Elementary Latin I (3)
• LAT 201 Elementary Latin II (3)
• REL 288/488 Seminar (1) (e.g. Prominent Sacred Texts: Koran, classic Hindu texts, or other seminars that deal primarily with sacred texts)
• REL 315 Old Testament Writings (2) (e.g. Pentateuch, Psalms, Prophets)
• REL 325 New Testament Writings (2) (e.g. Synoptics, Johannine writings, Pauline writings)
• REL 411 Early Christian Thought (3)

2. Theology, History and Culture

• PHL 201 Introduction to Philosophy (3)
• REL 288/488 Seminar (1) (e.g. Prominent Theologians: Pannenberg; Creation and Evolution; or other seminars that deal primarily with theological issues)
• REL 331 The Christian Faith (3)
• REL 335 Trends in Modern Theology (2)
• REL 341 Art in the Christian Church (2)
• REL 349 Renaissance and Reformation (3)
• REL 351 Religion in American Life (3)
• REL 352 OR REL 353 (3) – students take the other church history course that they did not take as part of the theology core
• REL 389 Classical Greece and Rome (3)
• REL 411 Early Christian Thought (3)
• REL 431 Lutheran Confessional Theology (3)
• REL 480 Religion and Literature (2)

3. Missional and Practical Theology

• REL 275 Outreach, Assimilation, Visitation (3)
• REL 288/488 Seminar (1) (e.g. Introduction to Christian Ministry; Prominent World Religions: Judaism)
• REL 341 Art in the Christian Church (2)
• REL 351 Religion in American Life (3)
• REL 354 Ministry in the Pacific Northwest (2)
• REL 380 Christian Encounter with Other Religions (2)
• REL 381 Field Experience in Mission Outreach (3)
• CED 395 Teaching the Faith (3)
• REL 422 Music, Worship and Spirituality (2)
• Modern Foreign Languages (maximum 3 credits)
• Social Work elective, Counseling elective (maximum 3 credits)
Electives

The student needs sufficient electives to meet the 124 hours required for graduation. At least 45 of the 124 hours must be in 300- or 400-level courses.

Seminary Preparation Certificate Program

Students who have already earned a Bachelor’s degree and desire to prepare for entrance to a seminary may benefit from a year-long certificate that strengthens theological foundations. The Certificate in Pastoral Studies assists students in successfully taking Luther Church-Missouri Synod seminary entrance examinations (normally excepting the Hebrew language test), as well as deepening and broadening their theological understanding in general and their grasp of Lutheran theology and practice in particular. The seminary entrance examinations include tests in Old Testament, New Testament, Christian Doctrine, Elementary Greek, and Elementary Hebrew. The Certificate in Pastoral Studies Program at Concordia University seeks to provide for as many of these requirements as possible. After completion of the Certificate, the one course students may need to take at the seminary is Elementary Hebrew, unless the Certificate student is capable of successfully taking Hebrew at Concordia along with the other Certificate courses.

Seminary Preparation Certificate (30)

Core (19)

- REL 211 History and Literature of the Old Testament (3)
- REL 221 History and Literature of the New Testament (3)
- REL 331 The Christian Faith (3)
- REL 288 Introduction to Christian Ministry (1)
- GRK 201 Elementary Greek I (5)
- GRK 202 Elementary Greek II (4)

Choose One Strand:

- Strand 1
  - REL 401 Faith for Life (3)
  - REL 371 Introduction to World Religions (2)
  - Choose one:
    - REL 431 Lutheran Confessional Theology (3)
    - REL 352/353 Church History I/II (3)
  - Choose one:
    - REL 201 Introduction to Philosophy (3)
    - REL 361 Introduction to Ethics (3)
- Strand 2
  - HEB 301 Elementary Biblical Hebrew I (4)
  - HEB 302 Elementary Biblical Hebrew II (4)
  - REL 371 Introduction to World Religions (2)
  - REL 488 Seminar (1)
The Certificate Program ordinarily may be complete within one full year, including two semesters and one summer. The summer courses would ordinarily best be taken in the summer before the two semesters, so that the Certificate Program can be completed after spring semester, and the seminary entrance tests completed by that time. The student would then be free to attend the seminary’s summer course in Elementary Hebrew in preparation for the beginning of regular seminary studies in the fall, if he has not completed Hebrew at Concordia.

**Options for Fulfilling Requirements**

A Student may meet the Certification requirements through a number of options:

- Transfer in credit for courses already previously completed
- Take the seminary test in a given area (for example Old Testament) and test out of the course. The seminary tests are administered at Concordia through the Division of Theology, and may be taken at any time. The student may use the “Bible Tutor” computer program to assist in preparing for the seminary biblical tests.
- Take the necessary courses for regular university academic credit at Concordia at the regular university fee rate.
- Take the necessary courses for the university audit credit at the audit fee rate.
- Note: Academic credit is not necessary for seminary admission. Taking them for the audit rate obviously reduces the cost to the student while still preparing the student for seminary entrance.
- Some of the required courses are available online through the Leadership Advancement Process program affiliated with Concordia University or through the CUEnet Colloquy program.

**Leadership Advancement Process**

The Leadership Advancement Process (LAP) of the Northwest District of the Lutheran Church-Missouri Synod educates, encourages, empowers, equips, and mobilizes leaders for Christian ministry in the world. LAP is an education program designed to enable motivated lay persons to be more effective in their ministries. For some, completion of related courses will lead to certification as a recognized Lay Assistant (Word and Service), licensing as a Deacon (Word and Sacrament), or eligibility for the DELTO (Distance Education Leading to Ordination) program. Others will gain greater confidence and joy in ministry as they complete one or more courses.

The LAP was designed to support, recognize, and certify those who are currently ministering within their congregations; involve congregations in training and using their lay people effectively; nurture the gifts within each congregation; enable churches to reach out to more people; and help provide a sound educational foundation to those shaping the future of the Church.
The LAP enhances the ministry of lay assistants by helping to provide education that will deepen and broaden the lay assistant’s knowledge, skills, and attitudes. The specific areas of ministry will vary from church-to-church and person-to-person. Areas of ministry could include church administration, nurture, evangelism, outreach, or any area of ministry that could benefit from the services of the lay assistant.

**Course Offerings**

Ten courses are offered in the LAP program in an online format with some synchronous connections with classmates and the instructor. These courses are taught as non-academic credit courses. For those interested in academic credit, Concordia University offers undergraduate credit when additional, independent work is completed under the supervision of a Concordia University professor. Courses offered in this program include:

- REL 211 History and Literature of the Old Testament (3)
- REL 221 History and Literature of the New Testament (3)
- REL 275 Evangelism: Theology and Practice (3)
- REL 276 Personal Care Ministry (2)
- REL 331 The Christian Faith (3)
- REL 352 Early Church History (3)
- REL 370 Interpretation of Scriptures (3)
- REL 400 Basic Preaching (3)
- REL 421 The Church at Worship (3)
- CED Teaching the Faith (3)

Registration and additional information are available on the web site of the Northwest District of the Lutheran Church-Missouri Synod. [www.nowlcms.org](http://www.nowlcms.org)

You can also contact Lenette Schuldheisz at:

*Leadership Advancement Process*
23 W. Lost Lake Rd.
*Tonasket, WA (98855)*
*Phone: (509) (485-3311)*
*Toll-free 1-888-277-7597 PIN (0513)*
*Fax: (509) (485-2217)*
*E-mail: lschuldheisz@cu-portland.edu*

For information on earning academic credit for the LAP courses, contact the Dean of Concordia University’s College of Theology, Arts and Sciences.

**Department of International Studies**

The Department of International Studies coordinates a variety of programs related to international studies, study abroad, English as a second language programs, modern foreign languages, teaching English as a second language (TESL), and other specifically-designed programs.
Modern Foreign Languages

Concordia University offers elementary and advanced German and four years of Spanish.

English as a Second Language

The Department of International Studies works with the ELS, a partner organization, for international students who do not meet the minimum TOEFL requirement for entrance into the Bachelor’s degree program.

THE COLLEGE OF HEALTH AND HUMAN SERVICES

College Mission

Concordia University’s College of Health & Human Services is dedicated to the development of professionals who contribute to a healthy society through practice, leadership, education and service. This will be accomplished through:

- Maximizing student success;
- Integration of teaching, scholarship, practice, and service;
- Partnering with the community

Introduction

The health and social service related professions are one of the fastest growing segments of the job market. There is an increasing demand for additional health care and social service professionals to meet the current and projected needs of a growing and increasingly more diverse population. Through its various undergraduate degree programs, the College of Health & Human Services is committed to providing learning opportunities to students aspiring to careers in professions that serve the contemporary health and social service needs of society. Service to disadvantaged segments of society most in need of care across age, cultural, and socioeconomic spectrums are central to the mission of the College’s educational programs. To this end, the College of Health and Human Services is committed to fostering community-centered education and to educating future health and social service professionals who are knowledgeable, competent, ethical, and caring, with a strong commitment to human service.

Departments & Programs

Concordia’s College of Health and Human Services consists of three departments: Health Care Administration, Social Work and Nursing. The College of Health & Human Services offers the following undergraduate degrees:

- Bachelor of Science in Health Care Administration (HCA)
- Bachelor of Arts in Health and Fitness Management
- Bachelor of Arts in Social Work
• Bachelor of Science in Social Work  
• Bachelor of Science in Nursing

The College of Health & Human Services degree programs are designed to be comprehensive and include all of the academic and clinical educational components needed to promote high quality health and social services delivery. Internships, clinical experiences and service learning opportunities are integral components of the College’s degree programs.

Health Care Administration Degree Program

The Bachelor of Science in Health Care Administration (HCA) offers an accelerated program to individuals who have completed two years of college, and have achieved five years of work experience. The program allows working adults to complete a degree in about 16 months by attending classes one evening per week as well as several Saturdays.

Two unique features of the program are the class size and structure. About 16 students will comprise a class and its members will complete the program as a unit. This offers the students an opportunity to study together, share ideas and experiences, and develop new personal and professional networks.

The HCA courses address those management skills essential to the field of administration throughout the acute, community, and long-term systems of care. The research project or internship is central to the program and provides in-depth administrative experience, networking, and career development. The HCA Program has been accredited by the International Assembly for Collegiate Business Education (IACBE.)

Special fees and refund policies apply to this program.

Program Pre-requisites

• 60 semester credits from accredited institutions  
• Five years of significant work background  
• Minimum 2.0 GPA in previous course work

Health Care Administration Requirements

• A total of 124 semester hours credit in 100-level (or above) courses with a grade point average of (2.00)  
• 30 of the last 40 credits in the degree must be taken at Concordia  
• 45 hours of 300- or 400-level courses (fulfilled by the HCA curriculum)  
• No more than 20 credits from Pass/No Pass courses (exclusive of Prior Learning Experience credits) and Research Project/Internship credits  
• Credits are accepted from course work taken at accredited colleges, CLEP (national testing program), current course work, credit by examination, and Prior Learning Assessment petitions  
• No course with a grade below a C will be counted in the major core
• The HCA core must be taken in its entirety

**BS General Education Requirements (27)**

The Bachelor of Science degree requires 27 Semester credits. HCA 365 and HCA 411 may be included in the fulfillment of the general education Religion requirement.

**Health Care Administration Core Requirements (48)**

- Semester 1 (12)
  - HCA 201 The Nation’s Health (3)
  - HCA 321 Health Care Administration and Management (4)
  - HCA 370 Managing Human Resources (3)
  - HCA 431 Health Care Policy and Regulation (1)
  - HCA 451 Seminar (1)
- Semester 2 (12)
  - HCA 365 Values, Society and the Future (3)
  - HCA 366 Marketing Management (4)
  - HCA 351 Quality Assessment and Improvement (3)
  - HCA 412 Law and Ethics in Geriatrics (1)
  - HCA 451 Seminar (1)
- Semester 3 (12)
  - HCA 360 Organizational Finance (2)
  - HCA 331 Managed Care Systems (4)
  - HCA 421 Financial Management in Health Services (4)
  - HCA 482 Systems in Long-Term Care (1)
  - HCA 451 Seminar (1)
- Semester 4 (12)
  - HCA 411 Health Care Law and Ethics (3)
  - HCA 481 Issues in Working with the Elderly (3)
  - HCA 341 Strategic Planning and Marketing (3)
  - HCA 491 Research Project/Internship (3)

**Electives (49)**

HCA majors may elect to complete additional HCA 491-Research Project/Internship credits to help fulfill the elective requirements. The student needs sufficient electives to meet the 124 hours required for graduation.

**Optional Minor**

Students have the option of adding an additional area of academic focus by taking 12 credits or more within a specific area. Minors or concentrations are available in Social Work, Accounting, Entrepreneurship, Environmental Management, International Business, Finance, Marketing, e-Business, and Organizational Management. The courses taken for the minor or concentration will not be scheduled in cohort or modular format, but will be offered as traditional semester offerings. However, when possible, these courses will be presented in the half-semester mode, and an effort will be made to offer them on evenings and/or
weekends. These courses will be open to traditional students as well as HCA students.

**Career and Technical Education Option**

For those interested in teaching in a high school or community college setting, Concordia offers a Career and Technical Education (CTE) certification which can be completed as part of the general electives in the BS in Business. Students complete a total of 13 semester credit hours, and work with the Teacher Standards and Practices Commission and Concordia’s College of Education to fulfill state certification requirements. For additional information, contact the CTE coordinator in the College of Education.

**The MBA Degree Program**

For those who want to advance to the senior management level of health care administration, Concordia University has developed a Master of Business Administration (MBA). The 37-semester hour graduate degree includes specialization options in Health Care Administration, Entrepreneurship, and Environmental Management. The MBA utilizes a cohort group instructional design similar to the BS in Business and BS Health Care Administration degree programs. The MBA program core courses are held one weekend per month (Friday evening and Saturday). Additional information concerning the MBA program is available in the graduate section of this catalog.

**Health and Fitness Management Degree Program**

The Bachelor of Arts in Health and Fitness Management is structured to prepare students for a management career in the health and fitness industry. The courses address those skills essential to the field of health and fitness management including health care administration, business administration, health and physical education, and psychology. The internship experience will provide students with an in-depth exposure to a health and fitness management setting.

**BA General Education Requirements (48 — 49)**

The following are exceptions to the General Education requirements.

- **Mathematics**
  - MTH 123 College Algebra with Business Applications (3)
- **Natural Science**
  - BIO 101 Principles of Biology (3)
  - BIO 264 Introduction to Anatomy (3)
  - BIO 265 Introduction to Physiology (3)
- **Physical Education Met by Major Requirements**
- **Social Science**
  - PSY 201 Principles of Psychology (3)
  - Choose one:
    - PSY 232 Educational Psychology (2)
• PSY 351 Adult Development (3)
• PSY 422 Psychology of Sport and Physical Activity (3)

Health Care Administration Core Requirements (16)

Choose 16 credit hours from the following courses.

• HCA 201* The Nation’s Health (3)
• HCA 341 Strategic Planning and Marketing (3)
• HCA 411 Health Care Law and Ethics (3)
• HCA 412 Law and Ethics in Geriatrics (1)
• HCA 431 Health Care Policy and Regulation (1)
• HCA 451 Health Care Seminars (up to 4x) (1)
• HCA 481 Issues in Working with the Elderly (3)
• HCA 482 Systems in Long Term Care (1)
• HCA 491* Internship (3 — 6)

* Required Course

Business Administration Core Requirements (24)

• BA 101 The Ethical Business Environment (3)
• BA 226 Computer Business Applications: MS Office (3)
• Choose 18 credit hours from the following courses:
  o BA 359 Principles of Organizational Management (3)
  o BA 360 Principles of Marketing (3)
  o BA 361 Sales and Advertising (3)
  o BA 363 Marketing Research (3)
  o BA 364 Marketing on the Internet (3)
  o BA 381 Human Resources (3)
  o BA 471 Starting New Ventures (3)
  o BA 457 Ethical Leadership (3)
  o BA 458 Business Strategy and Policy (3)

Fitness Core Requirements (25)

• HPE 260* Health and Fitness for Life (2)
• HPE 330* First Aid and CPR (.5) (or current AHA or ARC Certification)
• HPE 340* Athletic Injuries (3)
• HPE 432* Measurement and Evaluation (3)
• HPE 462* Nutrition for Sport and Physical Activity (3)
• HPE 472* Kinesiology (3)
• HPE 492* Exercise Physiology (3)
• Pick one of the following:
  o HPE 320 Stress Management (3)
  o PSY 350 Counseling (3)
  o PSY 401 Person-Centered Communication (3)
  o PSY 480 Group Process (3)
- Pick two of the following:
  - HPE 115 or 215 Beginning/Advanced Swimming (.5)
  - HPE 120 Walking (1)
  - HPE 121 or 123 Circuit Training/Weight Lifting (1)
  - HPE 125 Aerobic Conditioning (1)
- Elective credits to reach 25 total credits:
  - HPE 352 Sport Skill Analysis (3)
  - HPE 360 Communicable Diseases (3)
  - HPE 368 Motor Learning (3)
  - HPE 398 Organization and Administration of PE (2)
  - HPE 420 Contemporary Issues in Health (3)
  - HPE 452 Adapted Physical Activity and Sport (3)

* Required Course

**Electives (11)**

Students need sufficient electives to meet the 124 hours required for graduation. At least 45 of the 124 hours must be in 300- or 400-level courses.

**Career and Technical Education Option**

For those interested in teaching in a high school or community college setting, Concordia offers a Career and Technical Education (CTE) certification which can be completed as part of the general electives in the BS in Business. Students complete a total of 13 semester credit hours, and work with the Teacher Standards and Practices Commission and Concordia's College of Education to fulfill state certification requirements. For additional information, contact the CTE coordinator in the College of Education.

**Bachelor of Science in Nursing (BSN) Degree Program**

Concordia’s nursing curriculum is completed in two full years, with students beginning in the summer before their junior year of college. The mission of the BSN Program is to develop clinical competence and reflective compassion to prepare nurses who will promote health, provide proficient bedside care, and provide leadership within health care organizations and the community.

Growth in effective communication is emphasized from the beginning. The program is founded on the belief that nursing is a Christian calling. Every semester will include grounding that promotes development of the individual student’s own faith and ability to provide spiritual care. The practice of compassion is emphasized throughout the program, and cultural competence is systematically developed to prepare nurses committed to caring for diverse populations. The junior year emphasizes physiological nursing of adults experiencing physical illness in preparation for the study of specialties that follow. The program develops student proficiency and confidence in practice skills, and deliberately intertwines
pathophysiology, pharmacology, clinical reasoning, and understanding of the human experience of illness to develop strong practice judgment.

Accreditation

The Concordia Nursing Program has received initial accreditation from the Oregon State Board of Nursing. Graduates are eligible to sit for the National Council Licensure Examinations (NCLEX) which all nursing candidates in the United States must pass to become Registered Nurses.

Parish Nurse Program

Information on the Northwest Parish Nurse curriculum is available through the College of Health and Human Services.

Nursing Program Objectives

Upon program completion, BSN graduates will:

- Draw upon their spiritual roots and intentional self care strategies to sustain self in the face of suffering and hardship.
- Articulate a well-grounded personal philosophy of professional nursing that demonstrates a commitment to improving the health of individuals and communities.
- Integrate strong interpersonal skills and deep understanding of human experience to provide therapeutic communication and health counseling.
- Promote healthy behavior that fosters client/patient empowerment.
- Integrate knowledge of natural and social sciences to assess, plan, implement, and evaluate nursing care.
- Respond to common nursing needs applying reasoned judgment in acute, long term, and community settings.
- Proficiently perform common nursing procedures.
- Apply deliberate reflection to examine nursing practice.
- Apply ethical reasoning to take responsibility for quality patient care and advocate for the vulnerable.
- Respond to diverse populations with cultural sensitivity.
- Integrate literature after critical examination to develop an evidence-based nursing practice.
- Have developed beginning leadership skills to organize and delegate care.
- Collaborate with interdisciplinary teams and work in partnership with individuals and groups in communities.
- Proficiently use health care information and communication technologies.
Nursing Program Admission

Freshman Nursing Admission Process

- Follow the Undergraduate Admission Process in the Undergraduate Admission section.
- Submit a letter of recommendation, preferably from a science teacher who can attest to your qualifications as a strong candidate for Concordia’s nursing program.
- Provide a typed essay on “Why I want to become a Nurse” (250-500 words)
- Submit any of the following optional items: Additional letters of recommendation, curriculum vitae documenting volunteer experience in the medical field, academic honors if any, and extra-curricular involvement.

Lower Division BSN Benchmarks

Concordia University Freshmen who were admitted to the BSN Freshmen Programs and who have successfully completed the benchmarks as described below DO NOT have to apply separately for acceptance into the upper division nursing program.

- Maintain a 3.25 minimum cumulative grade point average in all classes.
- Maintain a 3.25 minimum cumulative grade point average in math and science classes including College Algebra, Chemistry 101 & 102, Biology, Microbiology, and Anatomy and Physiology 364 & 365.
- Receive a satisfactory score on an entrance assessment examination to be taken at Concordia in the fall of the sophomore year.
- Complete an Oregon State Board of Nursing (OSBN) approved (or equivalent) Basic Certified Nursing Assistant (CNA training course before fall semester of the junior year.
- Attend a Nursing Community Meeting each semester.
- Demonstrate evidence of good citizenship and responsibility while on campus.
- Recommendations from Concordia professors, essays, and/or an interview may be part of the process.

BSN students will be notified in early spring of their sophomore year whether they meet the above criteria and can proceed into the BSN cohort. Grades for two semesters of chemistry, one semester of biology, and one semester of anatomy and physiology should be available at that time. The BSN cohort begins the summer prior to student’s junior year. Concordia students who have not met the BSN benchmarks but have maintained at least a 3.0 grade point average are encouraged to apply at the same time as transfer students and complete that required process as described below.

Transfer Requirements:

For admission to the upper division nursing major that begins in summer before the junior year, all outside candidates and Concordia students who have not achieved the lower division BSN benchmarks, must submit a complete BSN
**application Portfolio.** All application portfolio materials must be submitted at one time in the portfolio envelope. Please note, applications will not be considered for admission if they are not complete upon receipt. The highly competitive review process will examine grades, critical thinking test, and personal qualities identified in required essays and recommendations. Applicants may also be asked to participate in an interview. BSN candidates can begin submitting applications for the upcoming summer BSN cohort on December 1 of the preceding year. BSN candidates must submit (or postmark) their completed BSN Application Portfolio by February 1 before the summer entrance.

A complete BSN Application Portfolio contains the following:

1. Completed and signed BSN Application Checklist.
2. Completed BSN Application Form with $50 non-refundable nursing application fee made payable to Concordia University.
3. Required essays as described in the nursing application form.
4. Two confidential letters of recommendation from a current professor, supervisor, or clergy that affirm ability to study at the university level and aptitude for nursing.
5. Official transcripts from all institutions previously attended. Transcripts must remain in their sealed unopened envelopes to be considered official. (Concordia students must submit only transcripts from other institutions attended since they began attending at CU.)
6. Scores from a critical thinking test and completed on-site essay. See web site for details.
7. Evidence of Certification as a Nursing Assistant (CNA) by the OSBN (or equivalent credential).
8. Documentation of completed general education and prerequisite courses.

**Curricular Requirements**

Nursing students will complete most general education courses by the end of their sophomore year. Beginning with the summer before the junior year, students register for nursing major courses.

**Bachelor of Science in Nursing (BSN) General Education Requirements (37)**

The following are General Education requirements specific to BSN students:

- Communications (6)
  - WR 121 English Composition (3)
  - Choose one:
    - WR 303 Rhetorical Approaches to Literature & Culture (3)
    - WR 304 Creative Non-Fiction: Art of the Essay (3)
    - WR 305 Journalism and Feature Writing (3)
    - WR 306 Technical Writing (3)

- Humanities (6)
  - HUM 151 Ethics and Citizenship (3)
- HUM 251 From the Premodern to the Post-modern World (3)
- Mathematics (3)
  - MTH 123 College Algebra (3)
- Natural Sciences (7)
  - BIO 211 General Biology (4)
  - CHM 101 Chemistry for Life (3)
- Physical Education (2)
  - HPE 260 Health and Fitness (2)
- Religion (5)
  - One of the following courses must be taken at Concordia University
    - REL 221 History and Literature of the New Testament (3)
    - REL 401 Faith for Life (3)
  - REL 371 Introduction to World Religion (2)
- Social Sciences (5 — 6)
  - PSY 201 Principles of Psychology (3)
  - Choose one:
    - GEO 110 Cultural Geography (2)
    - SOC 321 Sociology of Diversity (3)

**Nursing Core Prerequisites (23)**

- BIO 364 Human Anatomy and Physiology (4)
- BIO 365 Human Anatomy and Physiology II (4)
- CHM 102 Principles of Organic and Biochemistry (3)
- BIO 284 Microbiology (3)
- PSY 321 Human Growth and Development (3)
- MTH 231 Research and Statistics (3)
- HPE 462 Nutrition (3)

**Nursing Core Requirements (68)**

- NUR 301 Introduction to the Patient Experience (4)
- NUR 302 The Nursing Experience (2)
- NUR 303 Clinical Nursing I: Care of the Adult with Physical Illness (7)
- NUR 304 Integration of Pathophysiology and Pharmacology I (3)
- NUR 305 Health Promotion (3)
- NUR 313 Clinical Nursing II: Care of the Hospitalized Adult with Acute Physical Illness (7)
- NUR 314 Integration of Pathophysiology and Pharmacology II (3)
- NUR 341 Psychosocial and Spiritual Caring (3)
- NUR 401 Clinical Nursing III: Care of People Living with Mental Health Challenges (4)
- NUR 402 Clinical Nursing IV: Care of Children and Care of the Childbearing Family (8)
- NUR 403 Nursing Research and Evidence-Based Practice (2)
- NUR 404 Nursing Leadership and Management (2)
- NUR 405 Clinical Nursing V: Senior Integration — Complex Care and Student Preceptorship (8)
- NUR 406 Clinical Nursing VI: Community Nursing (4)
- HCA 201 Nation’s Health (3)
HCA 411 Health Care Ethics (3)
Creative Arts Activity electives (2)

Social Work

Concordia’s social work programs were created to prepare social work professionals to identify and build on individual, family and community strengths to promote human dignity and social change. Social work is a practice-oriented discipline, and a social work degree qualifies students for a variety of entry-level positions in the human service field including mental health, gerontology, child welfare, adult and juvenile justice, and substance abuse prevention.

Students have two options in pursuing a degree in Social Work.

The Bachelor of Arts in Social Work is the more traditional program that permits students to be involved throughout campus during their time at Concordia. Concordia’s Bachelor of Science degree in Social Work is designed for non-traditional students, recognizing the value of relevant work experience.

Concordia’s social work programs prepare students:

- to become leaders who work actively towards a transformed society in which all can lead lives of human dignity.
- for competent, ethical and self-reflective generalist social work practice.
- to draw on their spiritual beliefs to demonstrate a deep respect and honor for others and for oneself.
- to work in diverse communities
- for graduate school in social work.

Those successfully completing one of the Concordia’s social work programs will be able to:

- analyze and influence social policy.
- apply strategies of advocacy and social change within communities and organizations.
- demonstrate a commitment to promoting social justice and the equality of all people with regard to full participation in society.
- employ critical thinking skills.
- use theoretical frameworks supported by empirical evidence to understand individual development and behavior across the life span, as well as interactions among individuals, groups, organizations and communities.
- apply entry level generalist knowledge and skills with individuals, groups, organizations, and communities.
- identify and build on strengths in clients and their environments.
- identify their own values as they relate to social work.
- identify and thoughtfully address ethical dilemmas in professional settings in the context of the NASW code of ethics and their own values.
- use supervision and consultation effectively.
- work effectively on one’s own, as well as part of a team.
• communicate effectively, orally and in writing
• evaluate their own practice.
• evaluate and effectively use empirical studies.
• describe their own spiritual development and spiritual beliefs.
• help clients identify and utilize their own spiritual beliefs, which may be different from the student’s own.
• recognize the need for self-care and have a strategy for addressing work and personal stress in their own life.
• demonstrate an awareness of how oppression and discrimination impacts people, as well as methods for addressing discrimination in multiple levels.
• comfortably work with clients different from themselves without discrimination.

Field experience is an integral part of Concordia’s social work major. During two semesters of the senior year, students participate in a supervised learning experience in a community agency that reflects their interests and needs.

A number of campus activities are geared specifically for social work students, including the Social Work Club, the annual Social Work Graduate School Workshop, the annual Social Work Job Workshop, the annual Social Work Celebration, and Social Work Lobby Day. In addition, relationships with faculty mentors help students direct their own learning to meet personal and professional goals.

**BA Social Work Curriculum**

**BA General Education Requirements (50)**

The following are exceptions to the General Education requirements.

- PSY 201 Principles of Psychology (3)
- SOC 211 Principles of Sociology (2)
- SOC 321 Sociology of Diversity (3)

**Social Work Core Requirements (41)**

- SCW 251 Introduction to Social Work (3)
- SCW 321 Social Work Interviewing (3)
- SCW 341 Psychosocial and Spiritual Care (3)
- SCW 351 Human Behavior in the Social Environment (3)
- SCW 352 Social Work Practice with Individuals, Families, and Groups (3)
- SCW 353 Social Work Practice with Communities and Organizations (3)
- SCW 391 Pre-practicum Seminar (1)
- SCW 441 Grant Writing (1)
- SCW 471 Social Research Methods (3)
- SCW 472 Social Welfare Policy (3)
- SCW 482 The Professional Social Worker (3)
- SCW 491 Social Work Practicum and Seminar (6, 6)
Social Work Elective Requirements (9)

Choose 9 credit hours from the following:

- SCW 361 Chemical Dependency and Addictive Behavior (3)
- SCW 399 International Study Tour (3)
- SCW 421 Social Work with Children and Adolescents (3)
- SCW 451 Seminars (1-3)
- HCA 411 Health Care Ethics (3)
- HCA 481 Issues Working with the Elderly (3)
- SOC/MTH 231 Research and Statistics (3)
- 3 hours in any PSY or SOC in the CU Catalog (except PSY 199, 200)

Social Work Exit Exam

Electives (24)

Students need sufficient electives to meet the 124 hours required for graduation. At least 45 of the 124 hours must be in 300- or 400-level courses.

BS Social Work Curriculum

BS General Education Requirements (36)

The following are exceptions to the General Education requirements:

- PSY 201 Principles of Psychology (3)
- SOC 211 Principles of Sociology (2)
- SOC 321 Sociology of Diversity (3)

Religion Requirements (6)

- Choose one
  - REL 211 History and Literature of Old Testament (3)
  - REL 221 History and Literature of New Testament (3)
  - HCA 365 Values, Society and the Future (3)
- REL 371 (2)
- Remainder included in major (SCW 341)

Social Work Core Requirements (41)

- SCW 251 Introduction to Social Work (3)
- SCW 321 Social Work Interviewing (3)
- SCW 341 Psychosocial and Spiritual Care (3)
- SCW 351 Human Behavior in the Social Environment (3)
- SCW 352 Social Work Practice with Individuals, Families, and Groups (3)
- SCW 353 Social Work Practice with Communities and Organizations (3)
- SCW 391 Pre-practicum Seminar (1)
• SCW 441 Grant Writing (1)
• SCW 471 Social Research Methods (3)
• SCW 472 Social Welfare Policy (3)
• SCW 482 The Professional Social Worker (3)
• SCW 491 Social Work Practicum and Seminar (6, 6)

Social Work Electives Requirements (3)

Choose 3 credit hours from the following:

• SCW 361 Chemical Dependency and Addictive Behavior (3)
• SCW 399 International Study Tour (3)
• SCW 421 Social Work with Children and Adolescents (3)
• SCW 451 Seminars (1 — 3)
• HCA 411 Health Care Ethics (3)
• HCA 481 Issues Working with the Elderly (3)
• SOC/MTH 231 Research or Statistics (3)
• 3 hours in any PSY or SOC in the CU Catalog (except PSY 199, 200)

Social Work Departmental Exit Exam

Electives (44)

Students need sufficient electives to meet the 124 hours required for graduation. At least 45 of the 124 hours must be in 300- or 400-level courses.

SCHOOL OF MANAGEMENT

MISSION

The School of Management prepares students with a world view to meet the challenges of changing technologies, economic conditions and environmental shifts. School of Management graduates develop skills in problem-solving, communication, ethical decision-making and strategy formulation in order to make a better world for themselves and others.

Concordia University is accredited by the Northwest Commission on Colleges and Universities. The School of Management is additionally accredited by the International Assembly for Collegiate Business Education (IACBE) for the following programs:

• Bachelor of Arts (BA degree in Business Administration;
• Bachelor of Science (BS) degree in Business
• Masters of Business Administration (MBA) – refer to the Graduate Education portion of the catalog.

In today's competitive business world, people who achieve results and exceed goals by utilizing problem solving, communication, and decision-making skills are in great demand. The School of Management curriculum prepares students to meet
these challenges. Concordia’s programs are unique in that graduates will understand both the management aspects as well as the caring components necessary to practice these professions. As a result, Concordia’s business majors are sought after by many local, regional, national and international firms.

Through our commitment to excellence in teaching and mentoring we will develop people who can:

- Think critically
- Act Ethically
- Communicate clearly
- Compete effectively, and
- Lead others to do the same

**School of Management Sponsored Activities**

In order to expand personal and professional awareness, students are encouraged to participate in a wide variety of campus activities. The School of Management is also privileged to offer students membership in an honor society, Sigma Beta Delta. To be eligible for lifetime membership and national recognition, a student must rank in the upper 20% of the class. Sigma Beta Delta was founded as a national organization in 1994 and follows a 200-year tradition of honoring scholastic achievement in higher education. The principles of the society include wisdom, honor, and the pursuit of meaningful aspirations. Undergraduate and graduate students in the School of Management are selected as candidates for induction into Sigma Beta Delta each year.

Some of the other sponsored activities include the business club (Chi Beta Chi), Students in Free Enterprise (SIFE), marketing events, pre-law society, the CEO Roundtable, Dining with an Exec Program, international study-travel, international student exchanges, and student-faculty functions.

Business students are encouraged to join or to participate in a variety of off-campus activities including internships, business service opportunities, guest lectures, and corporate visits.

Finally, for students interested in bringing their business/marketing experience to the secondary classroom, the College of Education and School of Management offer a teaching endorsement in these areas.

**Business Administration Degree Program**

The Bachelor of Arts (BA) degree in Business Administration is designed as a traditional undergraduate, four-year program. It provides students with opportunities to develop the personal and professional skills of the business world. To accomplish this, students are required to complete courses and activities in two distinct areas. The first area requires students to complete the CORE business requirements and select a concentration/minor in business or another liberal arts field. The areas of advanced study include Accounting with a CPA track,

All students complete an internship. The purpose of this internship is to help students apply academic knowledge to a work environment. The internship brings together the academic preparation with an actual employment situation, providing the students with an opportunity to apply their business preparation, communication, decision-making, and problem-solving skills. The vast majority of business internships turn into full-time employment opportunities upon graduation. Many of these students are in an enviable position; they already have a job offer and can begin their careers immediately.

Students enrolled in the Business Administration degree program, especially those who have International Business as a minor, may wish to travel overseas to study. For review of opportunities, look at the Study Abroad section of this catalog.

**BA General Education Requirements (48)**

The following are exceptions to the General Education requirements.

- MTH 123 College Algebra with Business Applications (3) fulfills the general education math requirement

**Business Administration Core Requirements (49)**

- ACT 201 Financial Accounting (3)
- ACT 202 Managerial Accounting (3)
- BA 101 The Business and Economic Environment (3)
- BA 203 Fundamentals of Economics (4)
- BA 226 Computer Business Applications: MS Office (3)
- BA 247 Quantitative Methods and Analysis (3)
- BA 301 Pre-Internship Seminar (1)
- BA 342 Finance (3)
- BA 351 Production and Operations (3)
- BA 352 Business Law (3)
- BA 359 Principles of Organizational Management (3)
- BA 360 Principles of Marketing (3)
- BA 381 Human Resources and Management (3)
- BA 457 Ethical Leadership (3)
- BA 458 Business Policy and Strategy (3)
- BA 499 Internship (5)

Business Administration majors must also complete a study in an area of advanced study or select a minor in the Liberal Arts. Choose a minor or the accounting concentration:
Minor Requirements

- Entrepreneurship (12)
  - BA 321 Today’s Entrepreneurs (3)
  - BA 361 Sales and Advertising (3)
  - BA 363 Marketing Research (3)
  - BA 471 Starting New Ventures (3)

- Environmental Management (12)
  - BA 452 Non-Profit Management (2)
  - BA 453 Fundraising and Grant Writing (2)
  - ENV 311 Environmental/Natural Resources Law and Ethics (3)
  - ENV 401 Environmental/Natural Resources Finance and Economics (3)
  - Choose two:
    - ENV 461 Negotiations (1)
    - ENV 462 Conflict Management (1)
    - ENV 463 Alternative Dispute Resolution Mechanisms (1)
  - Students should take SCI 112 Environmental Science (3) as part of their general education requirements for this minor.

- Finance (13)
  - ACT 301 Intermediate Accounting I (4)
  - BA 341 Investments (3)
  - BA 344 International Trade, Finance and Monetary Issues (3)
  - BA 455 Risk Assessment (3)

- International Business (18)
  - BA 331 Global Business (3)
  - BA 344 International Trade, Finance and Monetary Issues (3)
  - BA 466 Global Marketing (3)
  - BA 450 International Management (3)
  - Modern Language (2 semesters of one language) (6)
  - Choose one option:
    - Complete at least three (3) credit hours of BA 499 Business Internship in an international travel/educational experience.
    - Complete a BA 499 Business Internship in a stateside internship directly related to international commerce.

- Marketing (12)
  - BA 361 Sales and Advertising (3)
  - BA 363 Marketing Research (3)
  - BA 364 Marketing on the Internet (3)
  - BA 366 Global Marketing (3)

Accounting Concentration

- Accounting - CPA Track (20)
  - ACT 301 Intermediate Accounting I (4)
  - ACT 302 Intermediate Accounting II (3)
  - ACT 401 Auditing (3)
  - ACT 402 Income Tax I - Individual (3)
  - ACT 403 Income Tax II - Corporate or Partnership (3)
Students planning on sitting for the Uniform CPA examination and being Licensed as a CPA should complete 150 hours of course work (additionally, MTH 124 Pre-Calculus may be required in some states). See your accounting advisor for further details.

**Minor in Liberal Arts (12)**

Business students have the option to select a minor in a liberal arts field rather than in one of the concentrations/minors associated with the Business Administration degree program. Refer to Minors section of this catalog.

**Electives (4 — 16)**

Students need sufficient electives to meet the 124 hours required for graduation. At least 45 of the 124 hours must be in 300- or 400-level courses. Students may also elect to take up to five additional hours in BA 499-Business Internship. A maximum of 10 total hours in BA 499 are permitted toward meeting graduation requirements.

**Business Exit Exam**

To graduate, business majors must complete the Business Exit Exam (designed by the Education Testing Service). The exam is administered during the student's last semester.

**BS Business Degree Program**

The Bachelor of Science (BS) degree in Business offers an accelerated program to individuals who have completed two years of college and have achieved five years of work experience. The program allows working adults to complete the requirements for their major in as little as 16 months by attending classes one evening per week and a few Saturdays. This program positions graduates for better jobs, promotions, and professional fulfillment in business and other organizations.

Two unique features of the program are the class size and structure. About 16 students comprise a class, and its members complete the program as a unit. This offers the students a tremendous opportunity to study together, share ideas and experiences, and develop new personal and professional networks.

Special fees and refund policies apply to this program.

**Program Prerequisites**

- 60 semester credits from accredited institutions
- Five years of significant work background
- Minimum 2.0 GPA in previous course work
BS Business Requirements

- A total of 124 semester hours credit in 100-level (or above) courses with a grade point average of (2.00.)
- 30 of the last 40 credits in the degree must be taken at Concordia.
- 45 hours of 300- or 400-level courses (of which 36 are provided within the BS core).
- No more than 20 credits from Pass/No Pass courses (exclusive of Prior Learning Assessment credits) and Internship credits.
- Credits are accepted from course work taken at accredited colleges, CLEP (national testing program), current course work, credit by examination, and Prior Learning Assessment petitions.
- No course with a grade below a C will be counted in the core (Grade of C- or lower must be repeated).
- The BS core modules must be taken in their entirety.
- To graduate, business majors must complete the Business Exit Exam (designed by the Education Testing Service). The exam is administered during the student’s last semester.

BS General Education Requirements (33)

The Bachelor of Science degree requires 33 semester credits. BUS* 365 and BUS* 342 may be included in the fulfillment of the General Education Religion requirement.

BS in Business Core Modules (36)

- BUS 302 Economics of Social Issues (3)
- BUS 329 Operations and Project Management (3)
- BUS 334 e-Business (3)
- BUS 357 Quantitative Methods for Managers (3)
- BUS 360 Organizational Finance (3)
- BUS 361 Managerial Accounting (3)
- BUS 365 Values, Society, and the Future (3)
- BUS 366 Marketing Management (3)
- BUS 370 Managing Human Resources (3)
- BUS 375 Ethical Leadership and Corporate Responsibility (3)
- BUS 480 Group Process and Communications (3)
- BUS 490 Organizational Policy and Strategy (3)

General Electives

Students need sufficient electives to meet the 124 hours required for graduation. At least 45 of the 124 hours must be in 300- or 400-level courses. BS Business majors may choose to take BUS* 498-Independent Research Project, or BUS* 499-Business Internship to help fulfill the General Elective requirements. *Students may complete up to 6 credits toward degree completion in Independent Research Project or Business Internship.*
The courses taken beyond the BS Core will not be scheduled in cohort or modular format but will be offered as traditional semester offerings. However, when possible, these courses may be presented in the half-semester mode or during evening hours, or weekend formats.

**Seminars**

Students may enroll in one credit hour seminars (special topics) offered in a weekend format. Up to 9 credits of SOM seminars may be applied to degree requirements.

**Case Studies**

Students may enroll in one credit hour case studies (the subject matter associated with companion cases are tied directly to selected core modules). Up to 9 credits of companion cases may be applied to degree requirements.

**Business Exit Exam**

To graduate, business majors must complete the Business Exit Exam (designed by the Education Testing Service). The exam is administered during the student's last semester.

**Career and Technical Education Option**

For those interested in teaching in a high school or community college setting, Concordia offers a Career and Technical Education (CTE) certification which can be completed as part of the general electives in the BS in Business. Students complete a total of 13 semester credit hours, and work with the Teacher Standards and Practices Commission and Concordia's College of Education to fulfill state certification requirements. For additional information, contact the CTE coordinator in the College of Education.

**GRADUATE EDUCATION**

Concordia offers graduate degree programs in Education and Business Administration. Advanced degrees in the field of education include the Master of Arts in Teaching (MAT), Master of Education in Curriculum and Instruction (M.Ed.), Master of Education in Administration (M.Ed.), Master of Education in Teaching English as a Second Language (M.Ed. TESL), Master of Education in Leadership (M.Ed.) and the Master of Career and Technical Education (MCTE). Continuing education programs are also available for post-graduate students seeking an Oregon Initial Administrator License or an Oregon Continuing Administrator License, and the Continuing Teaching License. The School of Management offers a case-based Master of Business Administration (MBA).

**Admission Note:** Those interested in admission to a graduate program are encouraged to apply online. If you would like an application packet for the program
of your choice mailed to your home, please call the Office of Admission at (503) 280-8501 or 1-800-321-9371.

Please review the program information within the College of Education and within the School of Management graduate sections for specific admission requirements.

**Letter of Recommendation Policy**

Letters of recommendation, required for admission to the University, are guaranteed confidential and will not become a part of the student’s permanent record. After the admission decision is made, all letters of recommendation are shredded to comply with Concordia University policy. Students do not have access to their application file until they become an enrolled student at Concordia University.

**Application Deadlines**

Admission to Concordia University graduate programs is competitive. While Concordia University has a rolling admission deadline for most graduate programs, applications submitted by the deadlines listed below are given priority for admission, with the exception of Master of Arts in Teaching (MAT) applications, due February 1st. Please contact the Office of Admission to confirm all deadlines.

**Planned Enrollment Priority Application Deadline**

- **Fall Semester** March 1
- **Spring Semester** November 1
- **Summer Semester** February 1

**Admission Decision**

Students will be notified of the admission decision by mail approximately two weeks after all necessary application documents for initial file review have been submitted. When acceptance is granted, the student will be required to submit the following:

- A request for a tuition deposit of $150 to confirm enrollment. The deposit is due 30 days after the financial aid award is received. However, students applying within a month of the start of the semester may be required to remit the deposit upon acceptance. The deposit is applied directly to the student’s tuition account and is non-refundable.
- Certificate of Immunization Form (required by Oregon State Law)
- Health History Form

**International Graduate Student Applicants**

International graduate students with academic records from non-U.S. academic institutions will be evaluated individually. Admission will be based upon the University’s ability to equate the student’s academic records with that of U.S.
grading standards. GPA does not transfer from international institutions into Concordia.

In addition to stated graduate program admission requirements, the following criteria and process is applicable to graduate applicants who are not United States citizens:

- Provide a Statement of Financial Guarantee Form completed by the student’s financial sponsor and sponsor’s bank, dated within 90 days of the date of application showing that there are sufficient funds to pay for one academic year.
- Provide a copy of the picture and registration page of the passport*
- Official transcripts in languages other than English must be accompanied by English translations.
- Complete the Certificate of Immunization Form (required by Oregon state law). Students will not be allowed to register if the form has not been received by Health Services.
- Fill out the International Health History Form.
- Submit a TOEFL score, or academic English test equivalent, no more than two years old. Graduate minimum requirements for the TOEFL are 80 (Internet-based), 213 (computer-based), or 550 (paper-based). Students with no TOEFL score, alternative English test score, or a TOEFL score below the requirement may be conditionally admitted based on completion of final level at one of these approved English language schools:
  - ELS Language Centers
  - Kaplan International

Concordia’s TOEFL code is 4079. (A TOEFL score is not required for students from countries where English is the native language.)

- Students transferring a visa from another school within the U.S.: Submit a completed U.S. Transfer Information Form and a copy of the student’s current I-20.*

* For students bringing dependents to the U.S., a copy of each dependent’s passport or I-20 must also be received.

**International Application Fee Payment Options**

Students may submit the application fee through the following methods. Please make sure that the student’s name is written in the memo of any payment with the label “international application fee.”

1. Wire funds directly to the University's bank. Please make sure that the student’s name appears on the wire transfer and is clearly labeled “international application fee.”

*Concordia University*
*Key Bank - General 2*
*Account Number 379681003172*
2. Send a money order of $50 (U.S.) to Concordia’s address below (make sure the student’s name is included with the order).
3. Ask someone in the U.S. to send a $50 (U.S.) check, made payable to Concordia University, to Concordia’s address below (make sure the student’s name is written on the memo line).

Concordia University
Office of Admission
2811 NE Holman St
Portland OR 97211-6099
USA

Please direct any questions about international application fee payment to the Office of Admission.

International Graduate Admission Decision

- Upon receipt of the above documents, the candidate for admission will be considered for acceptance. An I-20 will not be issued until all items have been received and admission granted.
- Upon acceptance to the University, a $200 (U.S. currency) non-refundable deposit is required for enrollment confirmation for students living on-campus or off campus on their own. A $500 (U.S.) non-refundable deposit is required for students requesting a home stay with an American family. Upon registration, the fee will be applied to the student’s tuition account.
- International students are required to show proof of health and repatriation insurance.

Other Admission Processes

Non-matriculating Students

Formal admission is not needed for those students wishing to take fewer than 12 credit hours per semester. Registration for fewer than 12 credit hours takes place directly through the Registrar. Course pre-requisites must be satisfied as stated in the catalog. Once a student desires to pursue a degree, application must be made to the institution so an advisor can be assigned and tracking towards degree requirements can begin.

Reactivating an Application

Students who have been admitted to Concordia University during the past academic year, but who have not enrolled and have not attended an academic institution since acceptance, may have their applications reactivated by submitting a written
request to the Office of Admission. After one academic year from the initial application entry term has passed, students will need to reapply to the University and pay the current application fee.

Re-admission Following Dismissal

If a student is academically dismissed, the student may appeal that decision by writing to the Vice Provost. See the Academic Appeals process for more information. If, however, the student chooses to return to Concordia after an absence of one year or more, the student will need to appeal, as well as apply and pay the current application fee, for re-admission to Concordia.

Application Entry Term Deferment Policy

- Applicants may request to defer their application entry term one time only up to three semesters (including summer, fall, and spring) without being required to reapply.
- If an applicant previously submitted a free online application or had the fee waived by the admission counselor, s/he must pay an application fee with his/her new application.
- Applicants for programs with start dates that do not coincide with the fall semester start may request to defer their application start date one time only up to a year without being required to reapply.
- MAT/E applicants may defer from a summer start date to the following year’s start date.
- MBA applicants may defer up to two start dates. Applicants who have requested deferment of their application entry term may, without reapplying, decide to begin classes at an earlier date. However, they may not again request to defer their application entry term without reapplying.
- Applicants deferring their entry term more than one time or past the allotted time frame are required to submit a new application, the current application fee* and new documentation. Please contact the Office of Admission for details on exceptions regarding new documentation, and prior acceptance and enrollment confirmation to the University.
- When an application entry term is deferred, transfer credits previously approved by the Registrar will need to be reevaluated. It is possible that a different GPA or program credit could be assessed in the new evaluation, due to the age of certain credits. Please contact the Registrar for details.

Financial Aid Information Regarding Entry Term Deferment

Applicants deferring their entry term to a new academic year will need to submit a new FAFSA for the correct year. An academic year begins in summer and concludes with the spring semester. The 2007-2008 academic year includes summer 2007, fall 2007, and spring 2008.
Graduate Program Tuition and Fees

Tuition for College of Education Graduate Programs

Graduate program tuition in the College of Education is assessed at a flat semester rate for students enrolled in the 11-month MAT program. Students enrolled in the 22-month Master of Arts in Teaching (MAT), Master of Education (M.Ed.) and Master’s in Career and Technical Education (MCTE) programs and the Licensure programs are billed at a per credit hour rate for all credits enrolled. Graduate students are not eligible for grants in aid, but may qualify for student loan assistance. The following rates apply:

11-Month Master of Arts in Teaching Program ECE/ELE, ELE/ECE, ELE/ML, ML/ELE (50 Credit Program)

- Standard Rate: $9,010 per semester
- Alumni Rate: $8,085 per semester
- PCW Rate: $7,645 per semester

11-Month Master of Arts in Teaching Program Level ML/HS, HS/ML (44 Credit Program)

- Standard Rate: $7,935 per semester
- Alumni Rate: $7,120 per semester
- PCW Rate: $6,730 per semester

22-Month Master of Arts in Teaching, (Portland and Medford), and Master of Education (on-campus and online) Programs

- Standard Rate: $540 per semester credit
- Alumni Rate: $485 per semester credit
- PCW Rate: $460 per semester credit

Career and Technical Education Certificate and Master’s

- $385 per semester credit for core
- $485 per semester credit for all remaining classes

Off-Campus:

- NW Regional ESD: $405 per semester credit
- Centennial District (pricing pertains to cohorts 1 and 2 only): $300 per semester credit
- Other District Programs: $385 per semester credit for the core courses

Education Program Specific Fees

- Student Teaching Fee: $325
- Education Practicum Fee: $250
• Field Experience: $100
• EDU 585, 599: $175
• EDU 598: $125
• EDU 650: $175
• EDU 652: $225

Tuition for Master of Business Administration (MBA) Program

• Standard Rate: $590 per semester credit
• Alumni Rate: $535 per semester credit

Miscellaneous Fees

Admission Application Fee: Varies depending on program

Deferred Payment Plan Charge:

Students who opt to pay their tuition on a monthly payment plan are assessed a charge based on the total dollar amount that is being deferred.

• For deferring up to $1,000: $50 per semester
• For deferring up to $2,000: $75 per semester
• For deferring over $2,000: $95 per semester

Directed Study Fees:

$300 Flat fee in addition to any tuition fee assessed for the credit hours enrolled. (See Directed Study Policy)

Graduation Fees:

Full participation = $150 (subject to adjustment); without ceremony = $75

Late Payment Fees:

Students who have not paid tuition and fees in full or have not completed financial aid processing by the time the semester begins may attend classes provided that they have signed a repayment agreement. The repayment agreement assesses the student a $100 nonrefundable fee and grants the student a 30-day grace period during which all financial aid resources, loans, etc. can be finalized. Any account not settled within this 30-day grace period is assessed a late payment charge of 1.5% per month on the total unpaid balance until the balance is paid in full.

Students who fail to complete a repayment agreement or fail to pay their tuition and fees in full by the beginning of the term will be assessed a late payment fee of 1.5% on the total unpaid balance.
Student Government Fee:

Sanctioned by the Associated Students of Concordia University (ASCU), the Student Government Fee supports student publications, clubs, and activities. All graduate students are assessed a fee of $22 per semester. No Student Government Fee is assessed for summer term.

Technology Fee:

All graduate student enrolled regardless of credit hour total are assessed a technology fee of $30 in the Fall and Spring semesters that is utilized to provide state-of-the-art instructional technology, provide equitable access to technology resources at Concordia University, maximize the impact of both student-owned and institution-owned computing and information resources, and provide Concordia University students with a competitive advantage. (No technology fee will be assessed in the Summer semester.)

Transcript Processing Fee

(Regular): $5 each; same-day Transcript Processing Fee: $10

Tuition Deposit

(Due after admission acceptance): $150

Other Expenses

- Estimated cost of books: $400 per semester
- Optional Student Medical Insurance: $480 (estimated) per year. Medical insurance premiums must be paid directly to the insurance company along with submission of an annual application. The policy period runs from August 1 through July 31 of the following year. Applications are available in the Business Office.

Tuition Refund Policy

Students are admitted to Concordia University’s graduate programs with the understanding that they will remain enrolled until the end of the term unless unforeseen circumstances necessitate their withdrawal.

If a student withdraws from Concordia University before the end of a term, a refund of tuition and fees and a return of federal Stafford Loans may be due.

- Any student withdrawing from all courses after the third day and prior to the 60% completion point of the term (as measured in calendar days) receives a pro-rated refund of tuition for that term. For estimate purposes, the refund percentage is approximately 85% during the second week of the term and declines approximately 6% during each succeeding week up to the end of the term.
9th week, although actual refund is calculated according to the Return of Title IV funds daily percentage requirement.

- In order to receive a full refund for an online class the class must be dropped no later than the first working day following the start (or weekend) date of the course.
- Any student withdrawing from all courses after the 60% completion point of the term for medical reasons, required military service, or death of an immediate family member may be eligible for a prorated tuition refund.
- Any student who withdraws from one or more courses, but who remains enrolled in other course(s), receives 100% refund of tuition for courses dropped during the first two weeks of the term. There is no refund for courses dropped after the end of the second week of the term, even if the dropped courses were not scheduled to meet before they were dropped.
- Return of Title IV aid is calculated on the day the student begins the withdrawal process. If a student withdraws without completing the Withdrawal process, federal regulations allow for a 50% return of Title IV aid.
- All refunds of institutional charges are based on the day that the Registrar’s office receives formal notification.

To begin the withdrawal process, contact the program director.

**Financial Assistance**

**Student Loans**

Every student admitted to a program and enrolled at least half-time in Concordia University’s graduate programs is eligible for Federal Stafford Loans that can pay for the entire tuition amount, plus provide additional funds to assist with living expenses and other educationally-related costs.

**Tuition Scholarships**

Certain students may receive tuition scholarships for the graduate programs if they fit into one of the categories listed below:

- Concordia alumni who have graduated with a Bachelor’s degree receive a 10% tuition scholarship.
- Full-time, rostered LCMS Professional Church Workers (i.e., teacher, DCE, pastor, or youth minister) receive 20% tuition scholarship. These individuals must be active members of an LCMS congregation.
- In-service educators who teach in any Lutheran elementary or secondary school receive 20% tuition scholarship.
- In-service educators who have served as cooperating teachers for Concordia students during the student teaching semester or the practicum semester receive a non-transferable scholarship equivalent to one credit’s tuition for their first graduate course.
- SIFE mentors for Administrative Practicum students receive one non-transferable graduate credit.
- Master of Arts in Teaching students who are LCMS members and are currently enrolled in the PCW track receive a 20% scholarship.

Note: Eligible students will receive the single tuition scholarship that provides the greatest value to them.

**Academic Information and Policies**

It is the student’s responsibility to become familiar with the regulations of the university; in particular, the requirements for graduation, and to ensure that these requirements are met.

**Privacy Rights of Students (FERPA)**

The Family Educational Rights and Privacy Act (FERPA) of 1974 is a Federal law that applies to educational agencies and institutions that receive funding under a program administered by the US Department of Education. The statute is found at 20 U.S.C. § 1232g and the Department’s regulations are found at 34 CFR Part 99.

In accordance with the FERPA, as amended by P.L. 93-380, Concordia University grants all the rights under the law to all enrolled students. Enrollment begins on the first day of the first course taken at Concordia University and extends until the student graduates. The act establishes the rights of currently enrolled, eligible students to inspect and review their educational records; and provides guidelines for the correction of inaccurate or misleading data through informal and formal hearings. No one outside the institution shall have access to, nor will the institution disclose any personally identifiable information from any student’s educational records without the written consent of students except to university officials, to persons in compliance with a judicial order, and to persons in an emergency in order to protect the health and safety of the student or other persons. All these exceptions are permitted under FERPA law.

At its discretion, Concordia University may provide Directory Information in accordance with the following FERPA provisions: Student name, dates of attendance, degrees and awards received, participation in officially recognized activities and sports, weight and height of members of athletics teams, and theses title/topics. Concordia also considers photographs to be Directory Information. As such, release of photographs is also provided. Concordia University’s primary use of “directory information” is in writing press releases for students involved in music, drama, athletics or representing Concordia University in other public capacities. Please be assured that Concordia University uses discretion when releasing information and does not routinely give out addresses, telephone numbers, or email addresses.

The University may disclose directory information without the student’s prior written consent, unless the student notifies the university by completing a Student Directory Exemption Form located in the Registrar’s Office. Please note that such withholding requests are binding for all information to all parties other than for educational purposes. Students should consider all aspects of a Directory
Exemption prior to filing such a request. Request for nondisclosure will be honored by the institution for only one academic year commencing with the fall semester; therefore, the exemption form must be filed annually in the Registrar’s Office within the first two weeks of the fall semester.

For more information concerning FERPA, please contact the Registrar’s Office or go to www.ed.gov/policy/gen/guid/fpco/indes.html

**Information Not Disclosed**

According to the American Association of Collegiate Registrars and Admissions Officers (AACRAO), the following is not considered directory information and may not be disclosed in any way (except to a school official with a legitimate educational interest, or to a third party with a signed and dated consent from the student):

- Student identification numbers
- Social Security numbers
- Ethnicity/race/nationality
- Gender

If an individual requests student information not included under the term “directory information”, the university must obtain written permission (signed and dated) from the student before disclosing this information.

**Academic Integrity at Concordia University**

A college degree prepares people to serve as professionals in society. All professions expect that their members conduct their work with integrity and character, for their work affects the whole fiber and strength of the society. As part of Concordia’s goal to prepare students to be leaders for the transformation of society, students are expected to pursue their studies with integrity and character. By choosing to attend Concordia, students agree to the following statements and practices.

**Purpose**

The Code of Academic Integrity at Concordia University reflects the community’s values of honesty and integrity in the work of all scholars and students. Students are charged to honestly complete and present their work under the terms specified by the instructor. As a Christian community, the covenant of trust pledged among community members is honored, and the values expressed in Philippians 4:8-9 are modeled:

> “Whatever is true, whatever is honorable, whatever is just, whatever is pleasing, whatever is commendable, if there is any excellence and if there is anything worthy of praise, think about these things. Keep on doing the things that you have learned and received and heard and seen in me, and the God of peace will be with you.”
Statement of Academic Integrity

As a member of the Concordia University community, I will neither engage in fraudulent or unauthorized behaviors in the presentation and completion of my work nor will I provide unauthorized assistance to others.

Explanation

What does “fraudulent” mean?

“Fraudulent” work is any material submitted for evaluation that is falsely or improperly presented as one’s own. This includes, but is not limited to texts, graphics, and other multi-media files appropriated from any source, including another individual, that are intentionally presented as all or part of a student’s final work without full and complete documentation.

What is “unauthorized” assistance?

“Unauthorized assistance” refers to any support students solicit in the completion of their work that has not been either explicitly specified as appropriate by the instructor, or any assistance that is understood in the class context as inappropriate. This can include, but is not limited to: use of unauthorized notes or another’s work during a proctored test; use of unauthorized notes or personal assistance in a take-home exam setting; inappropriate collaboration in preparation or completion of a project; unauthorized solicitation of professional resources for the completion of the work.

Breach of Academic Integrity: Sanctions Process

If an instructor perceives that a student has committed a breach in academic integrity, the student and instructor meet to discuss the event.

That event is resolved as follows:

- It is determined that no breach in academic integrity has been committed. (In the case of perceived plagiarism, i.e. faulty or incorrect documentation, the student may be required to re-do parts of the paper or the paper may be graded down.)
  OR
- It is determined that a breach in academic integrity has occurred. The student receives a “0” for the assignment and documentation (Academic Breach Reporting Form and evidence) of the event is sent to the Registrar’s Office and placed in the student’s file.
- In the case of a second breach in academic integrity in the same class, same semester, the student is dismissed from the class, and the student receives an “F” grade in the course without opportunity to withdraw. The instructor sends an Academic Breach Report and evidence to be placed in the student’s file.
- When documentation for two cumulative breaches has been recorded with the Registrar’s office, the student is placed on academic probation.
• When documentation for three cumulative breaches has been recorded with the Registrar’s office, the student is academically dismissed from school.

**Appeals Process**

If a student believes that the determination of a breach is in error, s/he has the right to appeal the decision, accordingly:

• The appeal, with appropriate documentation, must be delivered to the chair of the Academic Integrity Appeals Committee within 72 hours of action taken by an instructor which identifies a breach in academic integrity. Proposed members of the Academic Integrity Appeals Committee include: two students appointed by ASCU President, two faculty members appointed by the CLC Chair, and a college Dean (rotating) as chair. The committee then determines whether to repeal or uphold the decision.

• If the decision is upheld, the student may appeal again to the Provost, and then, if they choose, the President of the University. The President’s decision is final.

• If the decision is repealed, the record for the breach is erased and the student continues work in the class with no penalty.

Students indicate consent to the Academic Integrity Policy (and all policies and guidelines of the university contained in all official handbooks and the university catalog) when they sign their application for admission to Concordia.

**Alphabetical Listing of Graduate Academic Policies**

*Note: Additional policies specific to the College of Education and the School of Management are contained in respective Student Handbooks.*

**Academic Credits and Load**

Concordia’s unit of credit is the semester hour, normally granted for the satisfactory completion of a course meeting one period (50 minutes) per week for one semester. Students can anticipate that one credit usually connotes 15 hours of course meeting time and 30 hours of outside or laboratory work over the semester. One credit in an online course can assume 30-45 hours of work for the semester.

Graduate students carrying six credits and above are considered full-time, while three hours is half-time.

**Academic Grievance**

Procedures for student grievances (e.g., concerns over grades, grading policies, grading practice, course design) are delineated in the cu Student Handbook. These procedures are designed to provide a mechanism by which students can seek to
express concerns, disagreements, or complaints about a faculty member, and seek redress of perceived injustice, harassment, discrimination, or inequity. Students are encouraged to start by discussing concerns face-to-face with the faculty member in an attempt to resolve issues. Students should also consider discussing concerns with his/her academic advisor or a professional staff person in Student Services. This will provide an opportunity to review the appropriate university policies and practices related to the student’s concern.

**Academic Standing**

To remain in “good standing,” graduate candidates are expected to maintain a GPA of 3.0 or better throughout their progress towards their degrees. In addition, College of Education graduate candidates must repeat any course lower than a B-, and School of Management graduate student any grade lower than a C. Failure to remain in good standing can result in dismissal from the program and Concordia University. The student has the right to appeal academic dismissal through the Vice Provost. The student will be required to be present during the appeal process unless excused previously by the Registrar for extenuating circumstances. In any case the student must make a written appeal.

The student’s work is evaluated each semester according to the following scale:

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<thead>
<tr>
<th>Grade Quality Points</th>
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<tbody>
<tr>
<td>A  4.0</td>
</tr>
<tr>
<td>A-  3.7</td>
</tr>
<tr>
<td>B+  3.3</td>
</tr>
<tr>
<td>B  3.0</td>
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<td>B-  2.7</td>
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<td>C-  1.7</td>
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<td>D+  1.3</td>
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<tr>
<td>D  1.0</td>
</tr>
<tr>
<td>D-  0.7</td>
</tr>
<tr>
<td>F  0.0</td>
</tr>
<tr>
<td>P (&quot;C&quot; or better) None</td>
</tr>
<tr>
<td>NP (No Pass) None</td>
</tr>
</tbody>
</table>

**In-Progress Grade**

A number of graduate level courses at Concordia by design may extend beyond one semester (internships, practica, research). At the end of the first semester, the instructor will grant a grade of In-Progress (IP). The IP can be used for up to two terms, with a final grade granted at the end of the second or third term.
Adding and Dropping Courses

No course can be added after 10% of the class sessions have convened. In no case may a course be added after the second week. Adding courses must be approved by both the instructor and the student’s academic advisor.

A Candidate may drop a course during the first two weeks of a semester without transcript notation. If a student drops a course between the beginning of the third week and the end of the tenth week, the instructor will issue a grade of “W” (withdrawn). After the tenth week, a candidate will not be allowed to withdraw from a course unless unusual circumstances exist.

Audit

Candidates desiring to take a course as an audit rather than for credit can indicate their intention to do so during the registration period by filling out a form for this purpose. Policies regarding the addition or dropping of a credited course also apply to audited courses. Audit tuition is charged at a lower rate. No class may be changed to an audit after the end of the second week of classes in that particular semester.

Automatic Drop

Candidates who have not attended any of their registered classes by the second Friday of any term, and who have not notified their instructors of the reason for their absences, will be automatically withdrawn from all their classes.

Class Attendance

Policies governing absences and tardiness are determined by individual instructors and are announced at the beginning of the course or in the course syllabus.

Commencement Ceremonies

Some graduate programs are offered off-site. Candidates at the off-site location may choose to attend commencement exercises at the main campus instead of at the local site.

Computer Requirements

Ready access to adequate computing resources has become essential for student success in high education. Get the current university-recommended personal computer guidelines.

Concurrent Enrollment

Matriculating students at Concordia University who wish to take concurrent coursework at another institution, to be applied toward graduation at Concordia University, should consult with their advisor, financial aid staff, and the Registrar.
before enrolling in such courses. If students do not receive such approval, these courses may not apply to graduation requirements.

**Course Numbering System**

Graduate courses carry a 500 or 600 number. Courses in the 800 sequence are awarded limited graduate seminar credit, and are designed to meet professional development needs. Continuing Education courses, awarded CEUs only, will carry the CEU prefix.

**Course Offerings for Graduate Students**

Course descriptions for all graduate offerings are listed in the Graduate Course section at the end of this catalog. A note at the end of each course description indicates which courses are available both as on-campus and online offerings.

**Classes that do not meet the minimum enrollment established by the university may be cancelled as late as the first session**

**Experimental Courses**

Courses that have an E (e.g., BA 596E) are experimental courses, offered on a one time basis before being considered for offering on a regular basis.

**Graduation Application**

An application for graduation must be turned in to the Registrar’s Office at least one semester before the student wishes to graduate.

**Graduation Requirements**

- Please consult the specific program section of this catalog for program-specific graduation requirements.
- Up to nine semester hours of graduate work completed at other accredited institutions may be transferred to Concordia based on the age of the credits and their appropriateness to the degree. All graduate courses transferred into CU must be at least a B grade.
- Candidates may accumulate up to nine hours as an unclassified student before matriculating to a graduate program.
- Completion of a minimum number of semester credits at Concordia University is required in each graduate program and in education strands.

**Inclement Weather Policy**

Because the student’s safety is of primary importance to the university, all students must determine their ability to travel to the University when conditions are hazardous. If a student feels it is not safe to travel to classes, s/he should contact instructors at the earliest possible time.
In instances of inclement weather, the decision to cancel classes will be determined by the Provost and be broadcast on local radio/TV stations, as well as posted on the Concordia University web site. Please refer to the student handbook for a listing of local radio/TV stations that carry this information.

**Incomplete Courses**

Students are expected to complete all of the work for a course within the allotted time, generally one semester. However, there may occasionally be extenuating circumstances which prevent a student from completing a course. In those cases, the following process will be utilized:

The student will initiate a meeting with the instructor to explain the extenuating circumstances. The student will also share a plan with timeline for how s/he intends to complete work still required. The instructor will use professional discretion to determine whether a grade of “I” should be awarded. At the time a grade of “I” is assigned, a back-up grade is provided by the instructor which reflects that grade the student will receive if the additional work is not completed. When the student completes the work, the instructor submits the grade change to the Registrar’s Office. The grade of “I” is granted for a period of up to one academic term. If the grade is not changed, grades of “I” will be converted to the backup grade at the end of the subsequent term (including summer term).

The only exception to this rule may be clinical experiences, internships or research projects.

**Leave of Absence Process**

Students who must request a leave of absence from studies for any reason should contact their program director.

**Limited graduate seminar credit**

When a continuing education experience or seminar is deemed substantive enough to be considered for academic credit, the course may be awarded limited graduate seminar credit. These courses are generally more experiential and practical-oriented than traditional theory-based master’s level courses, and generally project-based, with assessment included as part of the course. The courses may allow limited application in graduate programs. Each hour of limited graduate seminar credit reflects approximately 30 hours of work, and the equivalent of 3 continuing education units.

**Online Courses**

An increasing number of courses are available in an online format. Those courses will be designated with a “W” (e.g., EDU 501W) in the course schedules.
Pass/No Pass Courses

The only graduate courses that utilize the pass/no pass option are seminars and designated practica.

Paper Format

The latest edition of the APA Publication Manual has been adopted for writing assignments in Concordia’s graduate programs. A copy of the manual is available for purchase in the Concordia bookstore, and can be viewed in the Concordia library.

Repeat Course

A candidate may repeat any course. A course may be taken either at Concordia University-Portland or another institution with approval by the program director if it is intended to replace an earlier grade. When a course is repeated, only the grade and credit hours for the last attempt will be used in computing the GPA, quality points, and credit. Both attempts and grades will be recorded on the transcript.

Seminar Courses

The MBA program offers seminar courses each semester — the course number remains the same, but the topic changes, usually to a current topic of interest for those pursuing that major. Seminars are offered pass/no pass only, with the “P” being equivalent to a letter grade of “C” or higher for graduate students. A maximum of three seminar credits can be applied toward a graduate degree.

Transfer Courses

The candidate's previous transcripts are assessed before final enrollment at Concordia University. Up to nine semester hours of graduate courses related to the Concordia program may be transferred into the graduate program. All courses requested for transfer to Concordia University must be at least a "B" grade or higher, and from an accredited college or university.

COLLEGE OF EDUCATION

Concordia University’s College of Education has been a pioneer in graduate education. Since 1996, the College of Education has offered the Master of Arts in Teaching and the Master of Education. Many courses in both programs are now offered online to assist preservice and inservice teachers with earning and maintaining licensing requirements.

Today candidates can pursue a variety of graduate options through the College of Education:
• The Master of Arts in Teaching (MAT) / Initial Teaching License. 11-month (daytime) and 22-month (evening) formats, are also offered in Medford, Oregon. A professional church worker option is also available.
• The Master of Education
  o Administration (On campus and online)
  o Curriculum and Instruction
  o Leadership (On campus and online)
  o Teaching English as a Second Language (TESL)
• Master's in Career and Technical Education (MCTE) (On campus and online)
• Licensing Programs
  o Initial Administrator License (On campus and online)
  o Continuing Administrator
• Continuing Teaching License
• Career and Technical Education Certificate of Completion (On campus and online)

Application Deadlines

Application deadline for the June start of the 11-month full-time Master of Arts in Teaching programs is January 10 of the year in which entry is desired. For the 22-month part time evening MAT program, students can apply as late as July 1 for an August program start.

Individuals in the M.Ed. or licensure program can begin any semester and complete the application process as a part of a first class, EDU 500, Professional Planning Seminar, offered each semester.

Candidates seeking the Continuing Teaching License or help with their individual Continuing Professional Development Plan may begin their programs in any semester.

Master of Arts in Education Foundations (MA)

The MA in Education Foundations program is designed for those with a non-education major Bachelor's degree who want to earn a Master's degree in education but do not choose to complete the clinical experiences nor apply for teacher licensing. The MA also provides an education degree that may be of interest to non-teachers who can serve in school or district offices or who may choose to home school.

Desired Program Outcome

The MA in Education Foundations has the same goals as the Master of Arts in Teaching: candidates will exhibit moral character and high ethical standards, show a genuine sensitivity to diversity issues and to special needs children, plan and execute developmentally appropriate learning activities, and demonstrate competency in various methods of authentic assessment. The main difference is that the MA in Education Foundations is designed for candidates who will use their degree in educational settings outside of the classroom.
There are increasing numbers of individuals interested in pursuing knowledge and understanding relating to educational thought and practice: some to strengthen their home schooling efforts, and others to support classroom education (i.e., student services, office administration). This degree allows candidates in these categories to improve their research skills, thus enabling them to consider competing educational reforms as well as the implementation of educational philosophies in ways that improve the learning environment. Also, the capstone experience develops assessment skills that can be utilized in numerous educational venues.

**Program Objectives**

Program objectives for this MA were written to support the TSPC standards, and the mission statements of both Concordia University and its College of Education. Upon program completion, MA candidates will demonstrate:

- Knowledge of and appreciation for the Christian perspective and its emphasis on service as a fundamental element of teaching
- Appropriate personal characteristics for success in an education-related profession
- Professional conduct and ethics in all professional relationships
- Knowledge of specific subject matter and instructional strategies appropriate to particular developmental levels and content areas
- Skills in the application and integration of new technologies to enhance the teaching and learning processes
- Effective instructional skills in planning, implementing, and assessing instruction in settings that include diverse cultural populations and special needs
- Effective communication and interpersonal relationship skills to promote collaboration with colleagues, school staff, administrators, parents, and other members of the school community
- Skills in the design, implementation and presentation of an action research project or thesis developed expressly to practice educational research
- The ability to effectively engage colleagues in an ongoing study of current best practices and relevant research and demographic data, and analyze their implications for school improvement.

**MA Admission Requirements**

Applicants for the MA in Education Foundations will complete the same application process as MAT candidates with the following modifications:

- A one-page letter of intent stating why the candidate wishes to pursue this degree
- Two confidential letters of reference, dated within six months of application, verifying the candidate's potential for completing the MA
- Interview with the dean and the MAT program director
- International applicants should refer to the Graduate Admission section for additional requirements.
Curriculum

Course Requirements

All M.A. in Education Foundations candidates enter either an 11-month, full-time MAT cohort or a 22-month, part-time MAT cohort for the majority of their course work. They will complete courses from the following, depending on their ultimate goal for their degree, and the cohort they join.

Option One (30 hours)

- MAT* 501 Issues in Education (2)
- MAT* 506 Basic Teaching Skills (2)
- MAT* 508 Character and Ethics (2)
- MAT* 530/MAT* 533 Educational Technology (2)
- MAT* 531/MAT* 532 Learning Theory and Practice (3)
- MAT* 536/MAT* 537 Assessment and Evaluation (2)
- MAT* 548/MAT* 549 Classroom Management (3)
- MAT* 555 C&I**: Language Arts and Social Studies (3)
- MAT* 556 Development of the Young Child (3)
- MAT* 557 Adolescent Development (3)
- MAT* 558 C&I: Health and Physical Education (2)
- MAT* 559 C&I: Math and Science (2)
- MAT* 562 C&I: Math and Sciences ML/HS (3)
- MAT* 563 C&I: Reading and Children’s Literature (3)
- MAT* 564 C&I: Integrated Methods ML/HS (3)
- MAT* 565 C&I: Elementary Art Education (2)
- MAT* 566 C&I: Instructional Themes to Production ML/HS (2)
- MAT* 570 C&I: Health and Physical Education ML/HS (5)
- MAT* 590 The Learning Community (3)
- Capstone: EDU 698 or EDU 699 Action Research or Thesis (3)

* MAT prefix effective Summer 2007

** C&I = Curriculum and Instruction

Option Two (30 hours)

Students take 21 hours from the list above and complete:

- EDU 601 Educational Research (3)
- Independent Study in the candidate's selected research topic (3)
- EDU 698 Action Research or EDU 699 thesis (3)

Master of Art in Teaching (MAT)

The MAT program accepts candidates who have already earned a Bachelor's degree and wish to pursue the Initial Teaching License. Oregon’s Teacher Standards and
Practices Commission (TSPC) has given approval for Concordia to train teachers at the following authorization levels:

- ECE (Early Childhood): Pre-K through Grade 4
- ELE (Elementary): Grades 3 — 8 (in an elementary school)
- ML (Middle Level): Grades 5 — 9 (in a middle school)
- HS (High School): Grades 7 — 12 (in a high school)

MAT students at Concordia are prepared for teaching careers at two authorization levels. Upon matriculation, students select one of the following authorization combinations:

- ECE/ELE or ELE/ECE
- ELE/ML or ML/ELE (available for full-time program only)
- ML/HS or HS/ML

**Mission:** With Christ as our teacher, the College of Education prepares educators to serve diverse communities, promote moral leadership, demonstrate effective teaching skills, and encourage life-long learning.

**Program Goal:**

Concordia University’s MAT program is designed to enable candidates to enter the teaching profession at the Initial Teaching License level. Upon completion of the program, it is our goal that candidates will exhibit moral character and high ethical standards, show a genuine sensitivity to diversity issues and to special needs children, plan and execute developmentally appropriate learning activities, demonstrate competency in various methods of authentic assessment, and understand teaching as an act of supreme service to others.

**Program Objectives**

Program objectives for the MAT were written to support the newest TSPC standards for initial teacher licensure and the mission statements of both Concordia University and its College of Education.

Upon program completion, MAT candidates will demonstrate:

1. Knowledge of and appreciation for the Christian perspective and its emphasis on service as a fundamental element of teaching.
2. Appropriate personal characteristics for success in the teaching profession.
3. Professional conduct and ethics during classroom instruction and in relationships with students, parents, fellow teachers, and other school personnel.
4. Knowledge of specific subject matter and instructional strategies appropriate to particular developmental levels and content areas, integrating literacy in all content areas.
5. Skills in the application and integration of new technologies to enhance the teaching and learning processes.
6. Effective instructional skills in planning, implementing, and assessing instruction in settings that include diverse cultural populations and special needs.
7. Classroom management skills that maintain the dignity of students and stress cooperation rather than competition.
8. Effective communication and interpersonal relationship skills to promote collaboration with colleagues, school staff, administrators, parents, and other members of the school community.

MAT Admission Requirements

- A Concordia University graduate application fee for online or paper application
- A one-page letter of intent stating why the candidate wishes to become a teacher
- Proof of a Bachelor’s degree from a regionally accredited college or university via official transcripts from an institution granting BA or BS degree
- A 2.80 cumulative GPA for undergraduate work, and a 3.0 for any graduate courses taken
- Two confidential letters of reference, dated within six months of application, verifying the candidate’s potential for working with children or youth
- Submission of a character questionnaire
- Passing scores on the tests that apply to candidate’s authorization and endorsement areas (this includes Basic Skills, MSAT, and PRAXIS II)
- International applicants should refer to the Graduate Admission section for additional requirements.
- Interview with Admission committee

Curriculum

Cohorts are developed around the level candidates desire to teach. All MAT students will complete courses from the following:

- MAT* 501 Issues in Education (2)
- MAT* 506 Basic Teaching Skills (2)
- MAT* 508 Character and Ethics (2)
- MAT* 530/ MAT* 533 Educational Technology (2)
- MAT* 531/MAT* 532 Learning Theory and Practice (3)
- MAT * 536 / MAT* 537 Assessment and Evaluation (2)
- MAT* 548/MAT* 549 Classroom Management (3)
- MAT* 555 C&I: Language Arts and Social Studies (3)
- MAT* 556 Development of the Young Child (3)
- MAT* 557 Adolescent Development (3)
- MAT* 558 C&I: Health and Physical Education (2)
- MAT* 559 C&I: Math and Science (2)
- MAT* 562 C&I: Math and Sciences ML/HS (3)
- MAT* 563 C&I: Reading and Children’s Literature (3)
- MAT* 564 C&I: Integrated Methods ML/HS (3)
- MAT* 565 C&I: Elementary Art Education (2)
• MAT* 566 C&I: Instructional Themes to Production ML/HS (2)
• MAT* 570 C&I: Health and Physical Education ML/HS (5)
• MAT*590 The Learning Community (3)

C&I = Curriculum and Instruction

*MAT prefix effective Summer 2007

Research and practice-based methods and strategy courses are complemented with classroom clinical experiences. Candidates are assigned to two schools during their studies. The first assignment is the supplemental level. The second is the preferred level.

Program Options

Candidates join a group of 25-30 like-minded people in a Master of Arts cohort. Two options are available:

- 11-month, full-time program (MAT) Candidates choose this option if they want to attend school full-time during the day. Classes begin in June with commencement the following May.
- 22-month, part-time program (MATE) Designed for the working professional, four semesters of classes are held on occasional Saturdays, no more than two nights a week, and online. The fifth and final semester the student is required to work full time in his or her practicum and student teaching experiences. Classes start at the beginning of fall semester. This program is also available in Medford, OR.

11-month MAT Program Credit Hours

1. Authorization Level: ECE/ELE, ELE/ECE, and ELE/ML
   - Coursework Credits
     - Summer: 14
     - Fall: 18
     - Spring: 0
   - Classroom Teaching Credits
     - Summer: 0
     - Fall: 2
     - Spring: 15
   - Total Semester Credits: 49

2. Authorization Level: ML/ELE
   - Coursework Credits
     - Summer: 14
     - Fall: 20
     - Spring: 0
   - Classroom Teaching Credits:
     - Summer: 0
     - Fall: 2
     - Spring: 15
o Total Semester Credits: 51
3. Authorization Level: ML/HS and HS/ML
   o Coursework Credits
     • Summer: 13
     • Fall: 14
     • Spring: 0
   o Classroom Teaching Credits
     • Summer: 0
     • Fall: 2
     • Spring: 15
   o Total Semester Credits: 44

22-month Part-Time MATE Program Credit Hours

1. Authorization Level: ECE/ELE, ELE/ECE, and ELE/ML
   o Coursework Credits
     • Fall One: 7
     • Spring One: 8
     • Summer One: 8
     • Fall Two: 7
     • Spring Two: 17
   o Total Semester Credits: 47
2. Authorization Level: ML/HS and HS/ML
   o Coursework Credits
     • Fall One: 7
     • Spring One: 7
     • Summer One: 5
     • Fall Two: 8
     • Spring Two: 15
   o Total Semester Credits: 42 (Some slight variations may occur in Medford)

Upon successful completion, students are recommended for an Oregon Initial Teaching License.

Endorsement Options for MAT/E Students

- Art
- Biology
- Business
- Chemistry
- Drama
- Health
- Integrated Science
- Language Arts (English)
- Marketing
- Mathematics (Basic)
- Mathematics (Advanced)
- Music
Professional Church Work (PCW) Certificate

Lutheran Church-Missouri Synod students enrolled in the MAT program who meet the necessary criteria may elect to enroll in the PCW program. By completing an additional 12-14 credit hours, MAT may students become eligible for placement in a Lutheran Church-Missouri Synod primary, elementary, middle, or high school. Tuition for these additional courses will be billed at the Professional Church Worker rate. The PCW candidate must fill out the PCW intent form in the College of Education.

Coursework Requirements

- REL 211 Old Testament (3)
- REL 221 New Testament (3)
- CED 395 Teaching the Faith (3)
- REL 331 The Christian Faith (3)
- EDU 551L/554L Practicum/Lutheran Student Teaching (2-4)(This would be in place of EDU 551-554)

Testing

Passing scores must be reported prior to full program acceptance on the following tests:

- Basic Skills (CBEST or PPST): all authorization levels
- MSE - ORELA (Multiple Subject Examination): all authorization levels
- MSAT (Multiple Subjects Assessment for Teachers) will be accepted in lieu of MSE-ORELA if both sections have been passed and were taken prior to 7/1/2005.
- PRAXIS II (Subject Area (e.g., Language Arts, Social Studies, Math): ELE/ML, ML/ELE, ML/HS AND HS/ML only).

A college major in the specific subject area may substitute for the PRAXIS specialty test for Middle Level (ML) candidates. However, the test must be passed if ML candidates wish the specialty endorsement to appear on the teaching license.

Basic Skills

Passing scores for initial testing requirements basic skills must be passed prior to program acceptance.

Choose one:

- CBEST – California Basic Educational Skills Test
• Reading 41; Math 41; Writing 41
• Any one or two scores may be as low as 37, but the composite score of the three tests must be at least 123.

• PPST – Pre-Professional Skills Test
  o Reading 174; Writing 171; Math 175

or

• Computerized PPST

MSE-ORELA

The Multiple Subject Examination is a teacher licensure test which is aligned with the relevant Oregon teacher and student content standards and regulations. The content areas to be assessed are language arts, social science, the arts, mathematics, science, and health and physical education. (MAT/e candidates need to take Subtests I and II.) Get information on the MSE-ORELA.

• MSE: Subtest I – 240
• MSE: Subtest II – 240

PRAXIS II Subject Assessments/Specialty Area Tests

The scores listed are the Oregon passing scores. The Oregon’s Teacher Standards and Practices Commission has determined that they will allow a standard error of measurement (sem) when determining passing scores. This score may change slightly each year as each sem is determined by the number of persons who take the tests. The Office of Admission and the College of Education also post the scores. Get information on the PRAXIS II.

For tests taken 5/2005- 8/31/2008 the adjusted passing scores are listed below:

• Art
  o Art: Content Knowledge: Test 10133: Score: 156
  o Art: Content, Traditions, Criticism and Aesthetics: Test 20132: Score: 145
• Biology
  o Biology Content Knowledge Pt. 1: Test 20231: Score 155
  o Content Knowledge Pt. 2: Test 20232: Score 148
• General Business Education
  o Business Education: Test 10100: Score 600
• Chemistry
  o Content Knowledge: Test 20241: Score 136
• Drama - Program required
• Health
  o Health Education: Test 20550: Score 690
• Integrated Science
Placement Procedures

As soon as a candidate has been accepted into the Master of Arts in Teaching Program, and the tuition deposit paid to reserve a place in the cohort, candidates receive access to campus Information Systems. When the candidate receives a Personal Identification Number (PIN) through the mail, s/he should immediately register online (via the campus Intranet) for his/her practicum and student teaching experiences to ensure prompt action on placement requests.

Specific placement requests may be made but cannot always be guaranteed due to teacher availability and individual district or school policies. Note that all placement confirmations or, if necessary, exit procedures, must be conducted through the College’s Placement Office at (503) 493-6458.

No placements can be made at schools where candidates have relatives or family friends. Also, no clinical experience should ever be terminated by a candidate without prior consultation with the Director of Placement. Failure to follow these policies jeopardizes future placements and may result in credit loss and additional fees. Clinical experiences dropped at student initiative after placement has been secured will result in forfeiture of course fees.
Standards for MAT Program Completion

1. Only grades of “A” or “B” will be accepted towards program completion
2. All program credits must be completed through Concordia University (waivers are not granted for any portion of the MAT program)
3. All course work must receive a grade of “B” or higher
4. All clinical experiences (i.e., practicum and student teaching) must be graded as “pass” by both the university supervisor and cooperating teacher. When candidates receive a “no pass” in either clinical experience, the College cannot recommend them for teacher licensing, and the University cannot grant any degree.
5. The MAT Evening program also requires 24 volunteer hours in a classroom setting prior to beginning year two.
6. All test requirements must be met before proceeding to student teaching.

COLLEGE OF EDUCATION

The Master of Education

There are several options for those who wish to pursue their education at the graduate level. The program offers flexibility and is designed to accommodate inservice educators.

M.Ed. in Administration (M.Ed. Admin) (on campus and online)

M.Ed. in Curriculum and Instruction (M.Ed. C&I) (core courses available on line)

The strand options for the M.Ed. C&I are:

- Business
- Early Childhood Education
- ESOL
- Health and Physical Education
- Leadership (available on line)
- Methods and Curriculum
- Reading (available on line)

M.Ed. in Educational Leadership (On campus and online)

M.Ed. in Teaching English as a Second Language (M.Ed. TESL)

Master’s in Career and Technical Education (MCTE) (On campus and online)

Licensure Programs

Initial Administrator License (On campus and online)

Continuing Administrator (On campus and online)
Continuing Teaching License

Adding Endorsements and authorization levels

Career and Technical Education Certificate of Completion (On campus and online)

M.Ed. Goals

The M.Ed. in Administration and the M.Ed. in Curriculum and Instruction programs at Concordia are designed specifically for in-service educators and provide the opportunity for candidates meet requirements for the Oregon Continuing Teaching License or the Initial Administrator License.

The Master of Education:

- Encourages positive change in the school environment through collaboration, community building, the use of technology, a focus on literacy and on best practices that enhance the teaching and learning process
- Enables in-service teachers to demonstrate the advanced competencies required for an Oregon Continuing Teaching License as specified in the current OARs
- Assists administration candidates in acquiring skills as leaders through a program that stresses building a learning community and developing reflective practices, being culturally competent, and preparing them to meet the Initial Administrator Competencies as outlined in the latest OARs.

M.Ed. Program Objectives

Upon program completion, M.Ed. candidates will demonstrate:

- An understanding of leadership contributions made by all teachers related to their roles in the classroom, the school, the district, and the profession
- Skills in developing, implementing, and assessing curricular and instructional plans that integrate disciplines, apply current educational research findings, promote literacy, encourage parental involvement, consider students’ current developmental levels, and exhibit sensitivity to individual student differences and cultural backgrounds
- Skills in the application and integration of new technologies to enhance the teaching and learning processes
- Skills in the design, implementation, and presentation of an action research project or thesis developed expressly to improve classroom instruction and student learning outcomes
- Knowledge of and appreciation for the Christian perspective and its emphasis on service as a fundamental element of successful teaching, learning, and administering
- The ability to effectively engage colleagues in an ongoing study of current best practices and relevant research and demographic data, and analyze their implications for school improvement
• Techniques that support the development of positive school-community relations
• Effective partnering with parents that assists school staff in achieving district and/or building goals
• Collaboratively developing a learning organization that meets the needs of the students within the constraints of school, district, and community resources and priorities
• Values, ethics, beliefs, and attitudes that achieve the educational goals of the state, district, and local school communities
• A desire to continue professional and leadership development
• Emphasis on service as a fundamental element of teaching and learning

Admission to the Master of Education

Candidates submit the following:

• The online application or the paper application. There will be a non-refundable application fee, and a new application must be completed for each program pursued.
• Official transcripts demonstrating completion of a Bachelor’s degree. Call each school attended to find out its procedure for transcript release, and have the transcript sent directly to CU Office of Admission.
• Two confidential letters of recommendation, dated within six months of applying that verify the candidate’s potential for working in his or her chosen field and having the potential for completing graduate level work. Have the recommendations sent directly to the Office of Admission.
• The TSPC-required Personal Character Questionnaire.
• A letter of intent (no longer than two pages) explaining why the candidate desires to enter Concordia’s Master of Education program.
• A résumé that lists all licensed educational experiences
• Interview with College of Education Director of Graduate Studies

M.Ed. in Administration — Candidates Must Submit:

• Two letters of reference that verify the applicant’s administrative potential based on assessment of skill in leadership, management, and human relations.
• Evidence of completion of a teacher or personnel service preparation program AND an Oregon teaching or personal service license. Administrative candidates wishing to serve in the State of Washington meet these criteria with proof of a Washington teaching certificate: WAC 180-79A-211.
• Evidence of three years of successful contracted licensed teaching or personnel service experience in public schools or regionally accredited private schools.
• A résumé that delineates licensed education experiences.
• A letter of intent outlining goals and professional administrative objectives.
• A completed application with a non-refundable $35.00 deposit.
• Undergraduate GPA of 2.8; Graduate grades of ‘B’ or higher.
• Completion of Oregon TSPC Character questionnaire.
• Interview with the Director of Graduate Studies.
• International applicants should refer to the Graduate Admission section for additional requirements.

Course Delivery — Choosing from Options

On-campus

Graduate courses are offered on campus at times that fit an educator’s work schedule.

Online

Many of Concordia’s graduate level education courses are available online to support those who do not live near a university, who may have difficulty attending classes on campus, or for those who prefer that learning environment. In fact, the M.Ed. in Educational Leadership, the M.Ed. in Administration, the Initial Administrator License, the M.Ed. in C&I with the Reading or the Leadership strands, and the Continuing Administrator License can be completed totally online. Concordia utilizes a variety of web-based technologies for instructional delivery. Online course numbers include a “w” to indicate they are web-based.

Adherence to Concordia’s recommended minimum computer standards recommended for all students ensure that students will be able to maximize the resources for each web-based class. For those new to online learning, a tutorial is available. Textbooks can be ordered online. A help desk is available via e-mail and telephone, and every effort is made to ensure that online students are an integral part of the Concordia community and have access to all resources necessary to succeed.

District Cohort

Where there are at least 17 teachers interested in pursuing a masters level degree, Concordia will work with a school district to provide a graduate degree or continuing license that includes instructional training and preparation unique to that district.

International Cohort

The M.Ed. in Teaching English as a Second Language (TESL) is designed for cohorts overseas as well as for those who will be working with second language learners in other venues. International cohorts come to Concordia for two summers, and the remaining requirements are completed by candidates at home.

Flexible Configurations

Candidates can combine any of the above: they can choose to take cohort, online, or on ground courses as personal schedules and course schedules permit.
Professional Planning Seminar (EDU 500) as part of the admission process:

By the second semester of program matriculation, all candidates in all Master of Education options are required to enroll in the Professional Planning Seminar (PPS), EDU 500. During this course, the candidate outlines personal and professional goals and the activities that will be pursued to meet those goals. The candidate, the faculty advisor, and the district mentor work together to develop an individualized plan for continued professional development. Based on a pre-assessment of the candidate’s competencies, the plan includes a mentoring component, portfolio development, academic course work, and capstone research. Completion of application process for admission is also a requirement of the course.

Master of Education in Administration (On-campus and Online)

The M.Ed. in Administration provides initial licensing for administrative candidates who currently do not hold a recognized Master's degree. Public and independent school administrators who exhibit high ethical standards, a sensitivity and respect for diversity, and who place a high priority on the academic success of children and youth will receive a graduate degree in educational administration, and assistance in acquiring the competencies necessary so they are prepared to apply for TSPC’s Initial Administrator License as listed in the current OARs.

Program Objectives

Program objectives for the M.Ed. in Administration are written to meet TSPC’s standards for the Initial Administrator License (listed in the latest OARs). In addition to meeting the objectives for all CU M.Ed. programs, successful candidates who complete the M.Ed. in Administration will demonstrate:

- **Visionary Leadership:** Educational leaders who have the knowledge, ability, and cultural competence to improve learning and achievement to ensure success of all students by facilitating the development, articulation, implementation, and stewardship of a school or district vision of learning supported by the school community.

- **Instructional Improvement:** Candidates who complete the program are educational leaders who have the knowledge, ability, and cultural competence to improve learning and achievement to ensure success of all students by promoting a positive school culture, providing an effective instructional program, applying best practice to student learning, and designing comprehensive professional growth plans for staff.

- **Inclusive Practice:** Candidates who complete the program are educational leaders who have the knowledge, ability, and cultural competence to improve learning and achievement to ensure success of all students by collaborating with families and other community members, responding to diverse community interests and needs, and mobilizing community resources in order to demonstrate and promote ethical standards of democracy, equity,
diversity, and excellence, and to promote communication among diverse groups.

- **Ethical Leadership:** Candidates who complete the program are educational leaders who have the knowledge, ability, and cultural competence to improve learning and achievement to ensure success of all students by acting with integrity, fairly, and in an ethical manner.

- **The Socio-Political Context:** Candidates who complete the program are educational leaders who have the knowledge, ability, and cultural competence to improve learning and achievement to ensure success of all students by understanding, responding to, and influencing the larger political, social, economic, legal, and cultural context.

**M.Ed. in Administration Course Requirements (35)**

- EDU 500 Professional Planning Seminar (1)
- EDU 535 Theories of Teaching and Learning (3)
- EDU 560 Human and Financial Resources (3)
- EDU 595 Community of Learners (3)
- EDU 601 Educational Research (3)
- EDU 605 Instructional Leadership and Classroom Evaluation (3)
- EDU 607 The Principalship (3)
- EDU 620 School and Community Partnership (3)
- EDU 622 School Law (3)
- EDU 626 Organizational Change (3)
- EDU 650 Administrative Practicum (4)
- EDU 698 Action Research or EDU 699 Thesis (3)
- Portfolio is presented in EDU 697(0)

**Additional TSPC Requirements for program completion**

Test of Educational Leadership, Administrator and Supervision #10410 with a minimum passing score of 630

**Master of Education in Curriculum and Instruction (Core courses on campus and online)**

Concordia’s Master of Education in Curriculum and Instruction is designed to provide in-service teachers with additional skills to enhance the teaching and learning processes in their own classrooms. The professional core classes not only study common issues and theories, but also spend time applying such theories; they cement the connection between these theories and classroom best practices.

The course of study is a combination of: a professional core of courses, a personalized strand that is designed to meet the candidate’s personal and professional goals, and a capstone experience. Depending on the strand selected, candidates will take between 32 and 38 semester credits to earn the degree. Most candidates can complete the degree in 24-30 months.
Program Objectives

In addition to meeting the objectives for all CU M.Ed. programs, successful candidates in the M.Ed. in Curriculum and Instruction will demonstrate:

- Familiarity with and utilization of new methods of authentic assessment and strategies as tools to evaluate student learning progress in relation to Oregon’s Common Curriculum Goals and to district standards.
- The ability to modify instructional plans and strategies that promote literacy in settings that include students from diverse cultures and students with special needs.

M.Ed. in Curriculum and Instruction Requirements (34-38 Credit Hours)

Professional Core and capstone (23)

- EDU 500 Professional Planning Seminar (1)
- EDU 502 Developing Character through the Curriculum (3)
- EDU 535 Theories of Teaching and Learning (3)
- EDU 595 Community of Learners (3)
- EDU 601 Educational Research (3)
- EDU 602 Contemporary Educational Thought (3)
- EDU 605 Instructional Leadership and Classroom Evaluation (3)
- EDU 698 Action Research (3) or EDU 699 Thesis (3)
- EDU 697 Professional Assessment Seminar (1)

Personalized Strands (12—15)

Strand options:

- Business (12)
- Early Childhood (14-15)
- English to Speakers of Other Languages (ESOL) (13)
- Health and Physical Education (12)
- Leadership (12)
- Methods and Curriculum (12)
- Reading (15)

General Business Strand (12 Credit Hours)

This strand, designed for high school instructors, increases educational acumen regarding current trends and pertinent information in the world of business. Choose 12 graduate semester hours from the offerings in Concordia’s School of Management’s Graduate Catalog.
Early Childhood Education (ECE) Strand (14-15 Credit Hours)

This strand is designed for those who have a strong passion for teaching young children, ages 3 through 8 (pre-kindergarten through primary grades) and who believe that children learn best through active, hands-on learning. Candidates will explore current trends and research, design developmentally-appropriate curriculum, and develop skills in advocating for young children.

- EDU 503 Issues and Advocacy in ECE (3)
- EDU 504 Early Childhood Curriculum: A Constructivist Approach (3)
- EDU 505 Play in Early Childhood Education (3)
- EDU 589 Emerging Literacy (3)
- And select one from the following:
  - EDU 582 Diagnosis and Assessment of Reading (3)
  - EDU 584 Young Adult and Children's Literature (3)
  - EDU 599 ECE Practicum (2)*

* Select this option if adding the authorization level

ESOL – English to Speakers of Other Languages Strand (13-15 Credit Hours)

A strand for teachers in all authorization levels who want to develop instructional strategies to better accommodate students whose native language is not English. Adding the ESOL endorsement to one’s license requires: this strand of courses, taking EDU 585 – Practicum (includes teaching from one work sample), and passing the Praxis II exam.

- EDU 538 ESOL Methods (3)
- EDU 539 Linguistics (3)
- EDU 540 Multicultural Counseling and Education (3)
- EDU 541 ESOL Curriculum and Technology for Language Acquisition (2)
- EDU 543 ESOL Educational Assessment Seminar (2)
- (a practicum – EDU 585 – if adding the authorization to your license) (2)

Health and Physical Education (HPE) Strand (12-14) Credit Hours

PE teachers from PK through grade 12 will explore pertinent subject matter background as well as the current trends and research relating to the teaching of health and physical education. This strand, with the addition of a practicum and the teaching of a work sample, can be added to an existing license as an additional endorsement with the passing of the Praxis II exams. (3 in PE and 1 in Health)

- EDU 514 Instructional Analysis and Development of Teaching HPE (3)
- EDU 515 Current Issues and Research in HPE (3)
- And select three from of the following:
  - EDU 516 Authentic and Alternative Assessment in H/PE (2)
o EDU 517 Innovative Curriculum in H/PE (2)
o EDU 518 Management and Behavioral Issues in H/PE (2)
o EDU 519 Diversity in H/PE (2)
o EDU 599 Practicum (2)* (A practicum, incorporating one work sample, is required for each authorization level when this endorsement is added to an existing license)

Leadership Strand (12 Credit Hours)

This strand is designed for classroom teachers, at any authorization level, who desire a leadership role in their school communities and or who may wish to identify state and national education priorities that will help them and their schools to move confidently into the future.

Choose nine hours:

• EDU 620 School Community Partnerships (3)
• EDU 622 School Law (3)
• EDU 626 Organizational Change (3)
• Choose one:
  o EDU 520 Curriculum Design and Assessment (3)
  o EDU 571 Web-Enhanced Curriculum (3)

Methods and Curriculum Strand (12 Credit Hours)

This is an elective program for all classroom teachers who desire strengthening instructional skills in a variety of curricular areas.

Select four courses from the following:

• EDU 504 Early Childhood Curriculum: A Constructivist Approach (3)
• EDU 505 Play in Early Childhood Education (3)
• EDU 509 Effective Classroom Climates (3)
• EDU 514 Instructional Analysis and Development. of Teaching H/PE (3)
• EDU 515 Current Issues and Research in H/PE (3)
• EDU 520 Curriculum Design and Assessment (3)
• EDU 530D Educational Technology (3)
• EDU 544 English Grammar and Structure (3)
• EDU 571 Web-enhanced Curriculum (3)
• EDU 577 Hands on Math/Science (3)
• EDU 580 Teaching Language Arts and Social Studies (3)
• EDU 582 Diagnosis and Assessment (3)
• EDU 584 Young Adult and Children’s Literature (3)
• EDU 586 Current Issues in Literacy (3)
• EDU 589 Emergent Literacy (3)
• EDU 596W How to Teach the Bible in Public School: Content, First Amendment Guidelines, Lessons from Genesis to Revelation (3)
Reading Specialist Strand (15 Credit Hours)

This strand enhances instructional skills in the area of reading, provides the knowledge and experience base needed to serve as a reading specialist, and prepares candidates for the required reading PRAXIS II Exam. It also meets the content requirements for adding a “Reading Specialist Endorsement” to an initial or continuing teaching license. Passing the Praxis II Reading exam (10300) is currently required.

- EDU 581 Organization and Management of School Reading Programs (3) (30 hour Practicum embedded)
- EDU 582 Diagnosis and Assessment of Reading (3) (30 hour Practicum embedded)
- EDU 583 Advanced Techniques for the Teaching of Reading (3) (30 hour Practicum embedded)
- EDU 584 Young Adult and Children’s Literature (3)
- EDU 586 Current Issues in Literacy (3)

M.Ed. in Educational Leadership — On-campus and Online

Classes in the M.Ed. in Educational Leadership are designed for asynchronous delivery on your home computer, although all classes are also offered on the Concordia campus. Online classes are seven weeks in length, and can be accessed via the Internet at the time and location that is most convenient for the student. The degree is designed for classroom teachers who wish to develop leadership skills, for teachers considering leadership roles other than administration, and for education professionals who are not directly aligned with the PK-12 education system.

Program Objectives

In addition to meeting the objectives for all CU M.Ed. programs, successful candidates in the M.Ed. in Educational Leadership will demonstrate skills in:

- Designing and implementing curriculum
- Integrating technology into the faculty development process
- Taking a leadership role in working to develop a collaborative work environment that incorporates the use of research-based best practices
- Working to improve an arena that is based on education but is not tied to the standard Pk-12 classroom.

M.Ed. in Educational Leadership Course Requirements (30 — 32 Credit Hours)

- EDU 502 Developing Character through the Curriculum (3)
- EDU 520 Curriculum Design and Assessment (3)
- EDU 535 Theories of Teaching and Learning (3)
- EDU 595 Community of Learners (3)
- EDU 601 Principles of Education Research (3)
- EDU 602 Contemporary Educational Thought (3)
• EDU 620 School and Community Partnership (3)
• EDU 622 School Law (3)
• EDU 626 Organizational Change (3)
• EDU 698/699 Action Research/Thesis (3)
• Those pursuing this Master’s degree to obtain the Continuing Teaching License need to take two additional courses:
  o EDU 500 Professional Planning Seminar* (1)
  o EDU 697 Professional Assessment Seminar (1)

* Take as the first or second course in the program

A candidate may enter the program with any course. EDU 601, however, must be taken prior to EDU 698/699. Courses repeat in a 12 month cycle, and can be completed in about two years.

**Master of Education in Teaching English as a Second Language (M.Ed. TESL)**

Concordia University’s College of Education, in conjunction with the Department of International Studies, offers a Master of Education in Teaching English as a Second Language (TESL). This 30-33 hour Master’s program is a combination of theory and practice offered for the candidates who work primarily with second language learners outside of the PK-12 classroom setting.

**Program Objectives**

In addition to meeting the objectives for all CU M.Ed. programs, successful foreign candidates in the M.Ed. in TESL will:

• Gain expertise in teaching English as a foreign or second language
• Develop an appreciation and understanding of English and its structure
• Learn the latest theories and techniques for teaching a second language
• Develop competence in using English as well as improvement in their ability to teach a foreign language

American students who complete this program will:

• Possess the qualifications to teach in ESL programs in community colleges or universities, social service agencies, and churches
• Possess the additional knowledge and skills to help them seek employment in foreign countries as teachers of English as a second language

This degree does not meet requirements for state public school certification. Candidates who are interested in teaching TESL in K-12 public schools in the United States must have completed a teacher education program. Option B is recommended for K-12 licensed teachers.
M.Ed. in TESL Core Courses (27 Credit Hours)

- EDU 534 TESL Professional Planning Seminar (1)
- EDU 535 Theories of Teaching and Learning (3)
- EDU 539 Linguistics (3)
- EDU 541 ESOL Curriculum and Technology for Language Acquisition (2)
- EDU 544 English Grammar and Structure (3)
- EDU 545 Strategies for Teaching English (3)
- EDU 546 TESL Methods (3)
- EDU 547 TESL Educational Assessment (2)
- EDU 585 ESOL Practicum (3)
- EDU 601 Principles of Education Research (3)
- EDU 597 TESL Professional Assessment Seminar (1)

Option A: Thesis (3)

In addition to the core courses, candidates will add either EDU 698 Action Research or EDU 699 Thesis.

Option B: Electives/Non-thesis (6)

In addition to the core courses, candidates will add 6 credits of electives.

Select two:

- EDU 538 ESOL Methods (3)
- EDU 540 Multicultural Counseling (3)
- EDU 595 Community of Learners (3)

Students in the non-thesis option will also complete a substantive research project as part of EDU 597. The guidelines for the project will be given to candidates in this option prior to EDU (601.)

Option C: International Education Component (3)

Students in this option will complete an international immersion TESL practicum – EDU 587. Students will spend a minimum of four weeks abroad teaching ESL. In addition, students will write a paper which will be presented and defended for completion of the credits. International teachers cannot use their current employment for this option.

The international practicum follows similar guidelines as laid out in other College of Education practica. A CU advisor monitors the student’s work by computer and telephone, communicating with both the student and the student’s on-site mentor/ supervisor.
Individualized Cohort for TESL

When there are at least 15 students from the same country interested in earning the M.Ed. in TESL, Concordia will offer a program that is scheduled for that group. Students will travel to Concordia for two separate summers. The remaining courses will be taken online in the candidate’s home country. Concordia will work with educational institutions, religious organizations, governments, or agents to modify the schedule of courses to meet that country’s vacation and school schedules. A sample cohort schedule would include:

Summer One (at Concordia University)

- EDU 534 TESL Professional Planning Seminar (1)
- EDU 546 TESL Methods (3)
- EDU 544 English Grammar and Structure (3)

Fall (in the home country)

- EDU 541 ESOL Curriculum and Technology for Language Acquisition (2) (completed online)
- EDU 601 Principles of Education Research (3) (completed online and with visiting Concordia professor)

Winter (in the home country)

- EDU 545 Strategies for Teaching English (3) (visiting Concordia professor)

Spring (in the home country — online)

- EDU 585 TESL Practicum (3) (students can use their current teaching positions)
- EDU 547 TESL Educational Assessment (2)
- EDU 699 Action Research or Thesis (3) (if choosing the Thesis option for the M.Ed.)

Summer Two (at Concordia University)

- EDU 539 Linguistics (3)
- EDU 535 Theories of Teaching and Learning (3)
- EDU 597 TESL Professional Assessment Seminar (1)

Licensure Programs

Concordia offers several Licensure Programs for those who have already earned a Master’s degree:

- Initial Administrator License
- Continuing Administrator License
• Continuing Teaching License

To be eligible for these programs, educators and administrators must:

• Have earned a Master’s degree or higher degree from a regionally-accredited institution
• Have a requisite number of years of successful experience
  o For the Initial Administrator License, three years of licensed, contracted teaching or personnel service experience in public schools or regionally-accredited private schools
  o For the Continuing Administrator License, at least three years of half-time administrative experience in Oregon public schools or Oregon private schools that are regionally accredited
  o For the Continuing Teaching License, at least five years half-time contracted teaching on an Oregon Teaching License (it can accrue on any combination of a transitional and/or initial license)

Interested candidates need to submit the following to apply for either of the administrative licenses:

• Concordia’s online or paper application. There will be a non-refundable application fee, and a new application must be completed for each Concordia program pursued.
• An official transcript from an accredited college or university that indicates a Master’s degree was conferred.
• One confidential letter of reference dated within one year of application that verifies the candidate’s administrative potential based on assessment of skill in leadership, management, and human relations.
• The TSPC-required Personal Character Questionnaire.
• A letter of intent (no longer than two pages) outlining the candidate’s goals and professional administrative objectives.
• Verification of completion of a teacher or personnel service preparation program AND an Oregon teaching or personnel service license. If from Washington, administrative candidates submit proof of a Washington teaching certificate.
• Verification of three years of a successful licensed teaching or personnel service experience in public schools or regionally accredited private schools.
• Interview with College of Education Director of Graduate Studies.

Initial Administrator License (On campus and online)

Completion of this program enables candidates interested in careers as building administrators to apply for the Oregon Initial Administrator License as outlined in the current OARs.

Courses can be taken on campus, online, or as a combination.
Initial Administrator License Course Requirements (20-23 Credit Hours)

- EDU 500 Professional Planning Seminar (PPS) 1 (completed by second semester)
- EDU 560 Human and Financial Resources (3)
- EDU 601 Education Research (3) (only if not taken in a previous program)
- EDU 605 Instructional Leadership and Classroom Evaluation (3)
- EDU 607 The Principalship (3)
- EDU 622 School Law (3)
- EDU 626 Organizational Change (3)
- EDU 650 Administrative Practicum (4)
- EDU 697 Professional Assessment Seminar - Portfolio Presentation (0)

Additional Requirements for program completion:

- Test of Educational Leadership, Administrator and Supervision #10410 with a minimum passing score of 630

Continuing Administrator License

This program is designed for educators who possess an Oregon Initial Administrator License and desire to continue their careers in building positions or prepare for district-level administrative posts. All administrators must earn this second tier of licensure. Completion of this program enables candidates to apply for the Oregon Continuing Administrator License. The program complies with the TSPC requirement that all candidates must complete a minimum of 18 hours of graduate credit beyond the Master's degree in order to be eligible for the Continuing Administrator License.

Courses in this program can be taken on campus, online, or a combination of either.

The TSPC standards as outlined in the most recent OARs are central to Concordia University’s Continuing Administrator License program goals and objectives, and are specifically designed to enable administrators to demonstrate the advanced competencies required for the continuing license. Administrators will demonstrate the district level competencies as they proceed through the program.

Continuing Administrator Program Objectives

Upon program completion, candidates will demonstrate, at the district level:

- **Visionary Leadership**: Educational leaders who have the knowledge, ability, and cultural competence to improve learning and achievement to ensure success of all students by facilitating the development, articulation, implementation, and stewardship of a school or district vision of learning supported by the school community.
- **Instructional Improvement**: Candidates who complete the program are educational leaders who have the knowledge, ability, and cultural
competence to improve learning and achievement to ensure success of all students by promoting a positive school culture, providing an effective instructional program, applying best practice to student learning, and designing comprehensive professional growth plans for staff.

- **Inclusive Practice:** Candidates who complete the program are educational leaders who have the knowledge, ability, and cultural competence to improve learning and achievement to ensure success of all students by collaborating with families and other community members, responding to diverse community interests and needs, and mobilizing community resources in order to demonstrate and promote ethical standards of democracy, equity, diversity, and excellence, and to promote communication among diverse groups.

- **Ethical Leadership:** Candidates who complete the program are educational leaders who have the knowledge, ability, and cultural competence to improve learning and achievement to ensure success of all students by acting with integrity, fairly, and in an ethical manner.

- **The Socio-Political Context:** Candidates who complete the program are educational leaders who have the knowledge, ability, and cultural competence to improve learning and achievement to ensure success of all students by understanding, responding to, and influencing the larger political, social, economic, legal, and cultural context.

**Continuing Administrator Course Requirements (21 Credit Hours)**

- EDU 500 Professional Planning Seminar (PPS) (1) (completed as first or second course)
- EDU 598 Professional Development Activity (1)
- Choose one:
  - EDU 601 Education Research (3) (unless taken in another program)
  - EDU 698 Action Research* (3)
  - If appropriate research coursework has been completed, it is recommended that EDU 571 Web-Enhanced Curriculum (3) be the course of choice.
- Select nine hours from the following:
  - EDU 520 Curriculum Design and Assessment (3)
  - EDU 560 Human and Financial Resources (3)
- Choose one:
  - EDU 573 Equity and Access in School Law (3)
  - EDU 622 School Law (3) (if not taken in an approved Initial Administrator program)
- Choose one:
  - EDU 578 Social, Political, and Cultural Issues (3)
  - EDU 620 School and Community Partnerships (3)
- EDU 672 Communication and Conflict Management (3)
- EDU 652 District-Level Practicum (6)
- EDU 697 Professional Assessment Seminar (1)
* EDU 698 or EDU 699 are options only if the candidate has already taken EDU 601. If Ed Research and an Action Research project or a Thesis have already been completed, then the alternative technology course is recommended.

**Professional Development Activity (EDU 598)**

Candidates select or create one professional development activity to be initiated any time after completing at least six hours of their program. This activity can be site-specific, but should address at least one of the advanced competencies outlined in the most recent OARs. The purpose of this activity is to allow the candidate to choose a topic or an issue that could use some focused attention so that there can be an appropriate mini-study that can prove growth in either the student teacher/learning process, or in teacher/administrator professional growth and development.

**Professional Assessment Seminar (EDU 697)**

Candidates must be registered for EDU 697 during the semester in which they plan to complete all requirements for the Continuing Administrator License. Candidates will present their administrator portfolios and any research projects they have conducted during the course of their study. While the professional administrative portfolio will follow university guidelines based on the current OARs, it will also include a compilation of the artifacts as stipulated in the syllabus for EDU 697 – Professional Assessment Seminar (1).

**License Completion**

Prior to recommending candidates for the Continuing Administrator License, the Director of Graduate Studies, the administrative mentor, and the University advisor will verify that candidates have met the expectations for quality performance outlined in the Professional Planning Seminar (EDU 500). All paperwork is submitted to the Director of Graduate Studies, and the final recommendation for Continuing Administrator's License is signed by the Dean of the College of Education.

**Continuing Teaching License**

The Continuing Teaching License is an option for educators who hold the Oregon Initial I or the Initial II Teaching License. The Initial I Teaching License and the Initial II Teaching Licenses are valid for three years. The Initial I Teaching License may be renewed two times for three years upon showing progress toward completion of the renewal requirements as described in the current OARs. The educator must qualify for an Initial II Teaching License within ten years following the issuance of the first Initial I Teaching License. The Initial II may be renewed repeatedly, when requirements are fulfilled as outlined in the OARs. Candidates, however, may, opt for the continuing Teaching License. This must be accomplished within 10 years from the issuance of their first Initial Teaching I License.
Educators holding the Initial License who have NOT earned a Master’s degree may fulfill requirements for the Continuing Teaching License by completing a Master of Education program at Concordia or any school with a TSPC-approved Continuing Teaching Licensure program, or complete a Master’s equivalent of 30 semester hours as outlined in the current OARs.

Oregon educators holding basic or standard licenses follow the original guidelines for those licenses and are not required to earn a Continuing Teaching License. However, as a result of new rules governing the continuing professional development of teachers (OAR Division 90), ALL licensed Oregon educators who hold a Basic, Standard or Continuing License must meet Continuing Professional Development (CPD) requirements.

**Continuing License: Goals and Objectives**

The TSPC standards for the Continuing Teaching License are central to Concordia University’s teaching program. Goals and objectives are specifically designed to enable in-service educators to demonstrate the advanced competencies as outlined for the Oregon Continuing Teaching License.

The goals for the Continuing Teaching License are listed in the most current OARs.

**Continuing License Eligibility**

Continuing Teaching Licenses are issued by TSPC for a period of five years. To receive this license from the Commission, candidates must:

- Hold a Master’s degree or higher. If an MAT initial licensing program, the candidate should have completed as part of the degree, or separately, at least 6 semester hours of graduate credit in advanced teaching competencies beyond that required for the initial license preparation.
- Have five years of successful contracted teaching at least half-time on any non-provisional license appropriate for the assignment

Continuing Teaching Licenses can be renewed for five years whenever the following requirements have been met during the preceding five year period:

- Completion of one academic year as a full-time licensed educator, two years as a half-time teacher, or 180 days of substitute teaching
- Establishment, maintenance, and reporting of a continuing professional development plan

or

- 6 semester hours (9 quarter hours) of academic work
Continuing Teaching License Options

Those with an Initial Teaching License but no Master’s degree may complete a Master’s degree, or they may do an equivalent program of study of at least 30 semester hours.

Those with both an Initial Teaching License and a master’s degree (MAT or M.Ed.), earn a Continuing Teaching License through one of the following options:

- Adding an endorsement of at least six semester hours
- Adding an authorization level
- Earning a Ph.D. or Ed.D.
- Adding a Continuing Teaching License elective strand
- Taking six semester hours of study in courses that will enhance their classroom teaching
- Obtaining National Board Certification (NBPTC)

Concordia’s Continuing Teaching License Elective Strands (6)

All candidates who opt for a university-approved program will take the following one semester courses, and then choose a three-hour class from the strands listed below:

- EDU 500 Professional Planning Seminar (1) (take within first or second semester of program entry — includes completion of the Professional Education Plan (PEP)
- EDU 598 Professional Development Activity (1)
- EDU697 Professional Assessment Seminar (1) (includes Portfolio for CTL recommendation)

Business Strand

Select at least 3 hours from courses in the Master of Business Administration program

Early Childhood Education Strand

Select one:

- EDU 503 Issues and Advocacy in ECE (3)
- EDU 504 Early childhood Curriculum: A Constructivist Approach (3)
- EDU 589 Emerging Literacy (3)
- EDU 505 Play in Early Childhood Education (3)

ESOL — English for Speakers of Other Languages Strand

Select one:

- EDU 538 ESOL Methods (3)
• EDU 539 Linguistics (3)
• EDU 540 Multicultural Counseling and Education (3)

**Health and Physical Education Strand**

Select at least three hours from the following:

• EDU 514 Instructional Analysis and Development of Teaching Health and Physical Education (3)
• EDU 515 Current Issues and Research in Health and Physical Education (3)
• EDU 516 Authentic and Alternative Assessment in Health and Physical Education (2)
• EDU 517 Innovative Curriculum in Health & Physical Education (2)
• EDU 518 Management & Behavioral Issues in Health & Physical Education (2)
• EDU 519 Diversity in Health & Physical Education (2)

**Leadership Strand**

Select one:

• EDU 620 School Community Partnerships (3)
• EDU 622 School Law (3)
• EDU 626 Organizational Change (3)

**Methods and Curriculum Strand**

Select one:

• EDU 504 Early Childhood Curriculum: A Constructivist Approach (3)
• EDU 505 Play in Early Childhood (3)
• EDU 509 Effective Classroom Climates (3)
• EDU 514 Instructional Analysis and Development of Teaching Health and Physical Education (3)
• EDU 515 Current Issues and Research in Health and Physical Education (3)
• EDU 520 Curriculum Design and Assessment (3)
• EDU 530D Educational Technologies (3)
• EDU 544 English Grammar & Structure (3)
• EDU 571 Web-Enhanced Curriculum (3)
• EDU 577 Hands-on Math/Science (3)
• EDU 580 Teaming Language Arts and Social Studies (3)
• EDU 582 Diagnosis and Assessment of Reading (3)
• EDU 584 Young Adult and Children’s Literature (3)
• EDU 586 Current Issues in Literacy (3)
• EDU 589 Emergent Literacy (3)
• EDU 596W Bible Literacy (3)
Reading Specialist Strand

Select one:

- EDU 581 Organization/Management of School Reading Programs (3)
- EDU 582 Diagnosis and Assessment of Reading (3)
- EDU 583 Advanced Techniques for the Teaching of Literacy (ECE-HS) (3)
- EDU 584 Young Adult and Children’s Literature (3)
- EDU 586 Current Issues in Literacy (3)

Research Strand

This strand has been specifically designed to provide MAT (Initial License) candidates on any authorization level the additional graduate level academic work in advanced teaching competencies necessary to meet requirements for the Continuing Teaching License. First-year Initial License graduate can begin the research strand immediately after graduation and complete it within the five-year initial license period.

Additionally, this strand supports educators at all authorization levels who desire to conduct Action Research at their own sites in order to further improve the teaching-learning process.

Course Requirements (6)

- EDU 500 Professional Planning Seminar and completion of the Professional Education Plan (PEP) (1)
- EDU 600 Research Seminar (required) (1)
- EDU 601 Educational Research (optional) (3)
- EDU 698 Action Research (3)
- EDU 697 Professional Assessment Seminar (1)

Adding a Specialty Endorsement

Adding endorsements to existing Initial or Continuing Teaching Licenses can be completed in one of the following ways:

- Practicum and Praxis (4)
  If the specialty area content has previously been acquired through experience or prescribed coursework, the candidate is only required to demonstrate subject knowledge by passing the PRAXIS II test, and instructional skill at the appropriate authorization level via a supervised practicum, completing one work sample, and teaching from that sample.
- Coursework and Practicum and Praxis
  If the specialty area content has not been acquired through experience or prescribed coursework, the candidate is required to A) complete the endorsement coursework; B) demonstrate subject knowledge by passing the PRAXIS II test; C) demonstrate instructional skill at the appropriate level via a supervised practicum; and D) complete and teach from one work sample.
Course Requirements for Practicum and Praxis Option

- EDU 500 Professional Planning Seminar and completion of the Professional Education Plan (PEP) (1)
- EDU 599 Practicum (2) (Demonstration of instructional expertise in the additional endorsement area. Includes development of one work sample)
- EDU 697 Professional Assessment Seminar (1) (Passing score on the Praxis II specialty area)

Choose one strand:

Early Childhood Education (ECE) Strand (14 — 15)

- EDU 503 Issues and Advocacy in ECE (3)
- EDU 504 Early Childhood Curriculum: A Constructivist Approach (3)
- EDU 505 Play in Early Childhood Education (3)
- EDU 589 Emerging Literacy (3)
- Select at least 3 hours:
  - EDU 582 Diagnosis and Assessment of Reading (3)
  - EDU 584 Young Adult and Children’s Literature (3)
  - EDU 599 ECE Practicum (2)

- If the candidate is adding the contiguous authorization level to a license then the practicum with work sample must be selected (EDU 599). If the candidate is already authorized at the early childhood level, the course work is appropriate.

ESOL — English for Speakers of Other Languages Strand (15)

- EDU 538 ESOL Methods (3)
- EDU 539 Linguistics (3)
- EDU 540 Multicultural Counseling and Education (3)
- EDU 541 ESOL Curriculum and Technology (2)
- EDU 543 ESOL Educational Assessment Seminar (2)
- EDU 585 Practicum (incl. development and teaching of one work sample) (2)
- Passing score on the Praxis II specialty test for the endorsement

Health and Physical Education Strand (17)

- EDU 514 Instructional Analysis and Development of Teaching Health and Physical Education (3)
- EDU 515 Current issues and Research in Health and Physical Education (3)
- Select at least three of the four classes listed below:
  - EDU 516 Authentic and Alternative Assessment in Health and Physical Education (2)
  - EDU 517 Innovative Curriculum in Health and Physical Education (2)
  - EDU 518 Management and Behavioral Issues in Health and Physical Education (2)
  - EDU 519 Diversity in Health and Physical Education (2)
• Complete the following:
  o EDU 598 ProDev Activity (Professional Development Activity) (1)
  o EDU 599 Practicum (Includes development of one work sample) (2)
• Passing score on the Praxis II specialty test for the endorsement

**Reading Specialist Strand (15)**

The five courses required for the Reading Specialist strand will enhance instructional skills in the area of reading, provide the knowledge and experience base needed to serve as a reading specialist, prepare candidates for the TSPC-required reading test, and meet the content requirements for adding a “Reading Specialist Endorsement” to an initial or continuing teaching license. Passing the Praxis II Reading exam (10300) is currently required. A 90 hour practicum requirement is imbedded within the designated course structures.

**Course Requirements:**

- EDU 581 Organization/Management of School Reading Programs (3)
- EDU 582 Diagnosis and Assessment of Reading (3)
- EDU 583 Advanced Techniques for the Teaching of Literacy (ECE-HS) (3)
- EDU 584 Young Adult and Children’s Literature (3)
- EDU 586 Current Issues in Literacy (3)

**Adding an Authorization Level (10 - 12 credits)**

Candidates who wish to add the next contiguous authorization level to an Initial or Continuing Teaching License complete the following:

**Course Requirements (10-12 credits)**

- EDU 500 Professional Planning Seminar
- Select one that matches the new authorization level:
  o EDU 504 Early Childhood Curriculum: A Constructivist Approach (3)
  o EDU 531 Learning Theory and Practice(ECE-HS) (3)
  o EDU 532 Learning Theory and Practice(ML, HS) (3)
  o EDU 557 Adolescent Development (3)
- Select one that matches the new authorization levels:
  o EDU 517 Innovative Curriculum in Health and Physical Education (2)
  o EDU 530D Educational Technology Levels (ECE-HS) (3)
  o EDU 577 Hands-on Math/Science (3)
  o EDU 580 Teaming Language Arts and Social Studies (3)
  o Or a specifically approved course that enhances a candidate’s specific field of expertise
- Complete the following:
  o EDU 598 ProDev Activity (Professional Development Activity) (1)
  o EDU 599 Level-appropriate Practicum 2 (Minimum of 90 clock hours at the new level. Includes development and teaching of one work sample)
- EDU 697 Professional Assessment Seminar (1)
Continuing Professional Development

Any educator who holds a Basic, Standard, or Continuing License is required to work on Continuing Professional Development (CPD) that will enhance the teaching and learning process. Requirements for this may be found at the Teacher Standards and Practices Commission (TSPC) website: www.tspc.or.us, and the specific information is laid out in the OARs, Division 90.

Career and Technical Teacher Education – Certificate of Completion (On campus and online)

Concordia’s CTE program will help those with excellent technical skills and work experience in career and technical fields become successful instructors, thereby better preparing future practitioners in their fields. Concordia’s program:

- Provides a comprehensive teacher induction program leading to a Concordia University CTE Certificate of Completion
- Responds to the needs of students, local school districts, community colleges, and business and industry
- Prepares people from the military, business and industry to be successful CTE teachers in high schools and community colleges in Oregon
- Complements a candidate’s technical skills experience in one of the 22 TSPC-approved professional technical endorsement areas
- Assists candidates in pursuing state certification as a CTE instructor by providing instructional methodology, internship experiences, guidance, and program planning.

Intended educational outcomes are those of Concordia’s teacher education program. While these outcomes were written to support the standards for Oregon’s Initial Teaching License, they are also supportive of those teaching Career and Technical Education. The program prepares candidates to:

- Develop the appropriate personal characteristics for success in the teaching profession
- Model professional conduct and ethics during classroom instruction and in relationships with students, parents, fellow teachers, and other school personnel
- Practice effective instructional skills that maintain the dignity of students and stress cooperation rather than competition
- Utilize classroom management skills that maintain the dignity of students and stress cooperation rather than competition
- Integrate new technologies and related skills to enhance the teaching and learning processes
- Promote collaboration with colleagues, school staff, administrators, parents, and other members of the community through effective communication and interpersonal relationships
Eligibility for CTE certification

To be eligible for this program, candidates:

- Have earned a Bachelor’s degree
- Have worked a minimum of two years in one of the 22 TSPC-approved professional technical endorsement areas:
  - Administrative Services
  - Agricultural Science and Technology
  - Communication Journalism
  - Communications Technologies
  - Computer Technology
  - Construction
  - Design and Applied Arts
  - Education
  - Engineering Technology
  - Family/Consumer Sciences
  - Financial Services
  - Forestry/Natural Resources
  - Health Sciences
  - Hospitality and Tourism
  - Integrated Environmental Technology
  - Legal and Protective Services
  - Leisure and Fitness
  - Manufacturing Technology
  - Marketing/Management
  - Mechanical Systems
  - Personal Services
  - Social Services
- Will work with an Instructor Appraisal Committee that ensures technical skill competency and the assignment of a mentor or advisor
- Complete a three-year professional development plan

Course Work Requirements (13 Credit Hours)

Most courses are available in both an on-campus and online format.

Graduate CTE certification option

For those with a Bachelor’s degree and the required related work experience:

- MAT* 506 Basic Teaching Skills (2)
- MAT* 537 Assessment and Evaluation of Teaching and Learning (2)
- MAT* 549 Classroom Management/Parent-School Relations (3)
- EDU 567 Teaching Career and Technical Education CTE (3)
- EDU 569 CTE Seminar (Take three times) (1)

At the conclusion of the certification option, candidates receive a Concordia University CTE Certificate of Completion which is a key component of a candidate’s
Professional Growth Plan that is required for renewal of TSPC’s Three-Year Professional Technical License.

The twelve semester hours (15 quarter hours) of instructional methodology are required for renewal of TSPC's three-year professional technical license.

*MAT prefix effective Summer 2007

**Master of Career and Technical Education (MCTE). On campus and online**

For those professional technical candidates who want to go beyond the course work required by TSPC for a Three-Year Professional Technical License, Concordia University combines the graduate level CTE certification courses with the best in Concordia’s teacher education courses, thereby better preparing CTE teacher candidates to excel in the classroom. Typical candidates for the Master of Career and Technical Education are new (within three years) professional/technical teachers in a high school or community college, or someone with technical skill experience in business, industry or the military who desires to teach career and technical education courses at a high school or community college. They do not have a teaching degree, and are not required by the state to earn one. For those with an undergraduate degree, a Master in Career and Technical Education will help them meet TSPC licensure requirements and provide a foundation for quality classroom teaching.

**Master of Career and Technical Education Program Goals**

Upon program completion, MCTE candidates will demonstrate:

1. Use of instructional theories and strategies that provide the skills for successful CTE teaching
2. Skills in developing, implementing, and assessing curricular and instructional plans specific to CTE instruction that encourage parental involvement, consider students’ current developmental levels, and exhibit a sensitivity to individual student differences and cultural backgrounds
3. Skills in the application and integration of new technologies to enhance teaching in the CTE field
4. Skills in the design, implementation, and presentation of an action research project or thesis developed expressly to improve classroom instruction and student learning outcomes in CTE
5. Strategies to involve the community in school CTE initiatives and school-to-work activities
6. Values, ethics, and attitudes that reflect a belief that teaching is a supreme service to students and their families
7. A desire to continue professional development and a belief that excellence in teaching is a lifelong process
8. The skills, attitude, and education necessary to pursue TSPC’s process to earn the CTE teaching license
Admission to the MCTE Program

All applicants for the MCTE need to provide:

1. A completed Concordia University graduate application form. A new graduate application is required of former Concordia University students.
2. A one-page letter of intent stating why the candidate wishes to pursue the Master of Career and Technical Education, related work experience, and personal and professional goals.
3. Proof of a Bachelor’s degree from an accredited college or university via official transcripts from institution granting BA or BS degree.
4. A 2.80 cumulative GPA for undergraduate work and a 3.0 for any graduate courses taken.
5. Two confidential letters of reference, dated within one year of application, one verifying the candidate’s potential for working with high school students, and the other the candidate’s technical skills ability in one or more of the 22 TSPC-approved CTE endorsement areas.
6. A completed Oregon Teacher Standards and Practices Commission (TSPC) character questionnaire (Oregon candidates only).
7. CBEST (California Basic Educational Skills Test) test scores. CBEST must be passed prior to MCTE program acceptance with at least these minimum scores: reading 41; math 44; writing 41. Any one or two scores may be as low as 37, but the composite must be at least 123. Get additional information.
8. An application fee for either online or paper application.
9. International applicants should refer to the Graduate Admission section for additional requirements.

Admission to candidacy requires a formal screening interview with the Director of Career and Technical Education.

Master of Career and Technical Education Requirements 31

The MCTE utilizes courses from Concordia’s TSPC-approved curriculum for the M.Ed. in Curriculum and Instruction, as well as the Career and Technical core classes. All courses offered are available online and on-campus, so students can complete the entire degree online, on the main campus, or by combining the delivery options.

- EDU 535 Theories of Teaching and Learning (3)
- EDU 567 Teaching Career and Technical Education (3)
- EDU 569 CTE Seminar 1(take three times)
- EDU 595 Community of Learners (3)
- EDU 601 Principles of Education Research (3)
- EDU 620 School and Community Partnership (3)
- EDU 698/699 Action Research/Thesis (3)
- MAT* 506 Basic Teaching Skills (2)
- MAT* 537 Assessment of Evaluation of Teaching and Learning (2)
- MAT* 549 Classroom Management (3)
- MAT* 602 Contemporary Educational Thought (3)
A student can enter the program with any course, but EDU 567, Career and Technical Education should be taken by the second semester of program entry.

* MAT prefix effective Summer 2007

**Title II Compliance**

Section 207 of Title II Higher Education Act requires the Department of Education to collect data on the state assessments, other requirements, and standards for teacher certification and licensure, as well as data on the performance of teacher preparation programs. Concordia University’s College of Education takes pride in the following information regarding its teacher preparation program in the compliance with these reporting requirements.

**Section I – Testing Required for Program Admission**

In Oregon, a system of multiple measures is used to determine the status of “program completer.” One component of this system requires the educator to pass both a basic skills test and a battery of subject matter tests. For basic skills testing, the educator may choose to take the California Basic Skills Test (CBEST) or the PRAXIS I: Pre-Professional Skills Test (PPST), or the C-PPST on computer. Authorizations in early childhood, elementary and middle level teaching require passing scores on the MSE-ORELA. Secondary educators must also pass the PRAXIS II in their specific subject matter. Students planning to teach in Washington state must pass the required tests for that state.

**Test Pass Rates**

Because passing of basic skills and subject matter tests is required for program completion in Oregon, the state pass rate is 100%. Those who do not pass the required tests are not considered program completers and are not eligible for Initial Teaching Licenses.

**Pass Rate Report**

2006: Cohort 2005-2006 = 100%

**Section II – Required Program Information**

6. During the 2005-2006 academic year, 275 students were enrolled in initial licensure programs.
7. During the same year, 387 students were supervised in student teaching experiences by 81 full-time and part-time faculty resulting in a student/faculty ratio of 4.77 to 1.
8. Education candidates invest a minimum of 600 hours in supervised student teaching experiences.
9. All of Concordia’s education programs are approved by the state licensing commission – Teacher Standards and Practices Commission (TSPC).
School of Management: Master of Business Administration (MBA)

Concordia University’s MBA is a 37-semester-hour graduate degree in management. Specializations are available in Health Care Administration, Entrepreneurship, and Environmental Management. Pursuing this degree will give students the opportunity to strengthen existing skills, broaden knowledge of management techniques, and test values and ethics. The MBA core courses must be completed in sequence and require 18 months to complete. The entire program can be completed in 18 to 24 months. The MBA Core uses one weekend per month – Friday evening and all day Saturday.

The Concordia MBA curriculum emphasizes reality through case-based learning, and simulates on-the-job experience as closely as possible. Case studies and course materials developed by Harvard Business School are an integral part of this program.

Case-based instruction is an intense process where students and faculty teach and learn from each other. The cases themselves are first-hand accounts of actual management situations. Organizations range from high tech start-ups to government agencies, from nonprofits to major financial institutions. Problems span such areas as operating policies, accounting methods, marketing techniques, and management styles. Students are asked to take the positions of managers, perform analyses, and recommend courses of action.

A number of cases are specially tailored for the Pacific Northwest market – corporations, health care facilities, public agencies, and a variety of emerging businesses – so students develop practical local knowledge and contacts as well.

MBA Admissions

Admission Criteria

Admission to the Master of Business Administration program is based on work history, evidence of managerial proficiency, academic ability, and leadership potential. Minimum requirements for MBA program admission include the following:

- A Bachelor’s degree from a regionally accredited college or university.
- An undergraduate GPA of 3.0 or better in the student’s last 60 semester credits of undergraduate college coursework
- Professional work experience of five or more years
- One of three required testing options:
  - Graduate Management Admission Test (GMAT) score of 500 or above.
o Graduate Record Examination (GRE) combined score of 1050 or above.
o Professional portfolio. Please contact Graduate Admissions for more information.

**Admission Process**

The following items are required for a complete application. Contact the Office of Admission for application deadlines.

- Completed Concordia University MBA graduate application.
- A written narrative statement which presents relevant information about previous experience, explains professional interests and career goals, and discusses reasons for wanting to obtain the MBA degree.
- A résumé that provides a history of professional experience, including both salaried and volunteer positions.
- Two confidential letters of recommendation. The letters should be from past and present supervisors and/or professional colleagues. Self-employed candidates may submit letters from business associates. Letters should address the candidate’s intellectual abilities, professional achievements, and potential for increased management responsibilities.
- A non-refundable application fee made payable to Concordia University.
- Official sealed transcripts from each institution previously attended. Records should be sent directly to Concordia University.
- Graduate Management Admission Test (GMAT) score, Graduate Record Examination (GRE) score, or professional portfolio sent to Concordia University (Contact the Office of Admission for portfolio requirements).
- International applicants should refer to the Graduate Admission section for additional requirements.

**MBA Completion Requirements**

The MBA program consists of 37 hours of course work: 29 hours of required courses in the MBA Core and 8 hours in either a specialization area or 8 hours of Electives. The MBA Core of courses contains the foundation knowledge necessary for graduate level work and integrates various business disciplines using case study methodology. In addition, the MBA students begin and finish the MBA Core together as a cohort using the preset sequence of courses. Therefore, the entire MBA Core must be completed at Concordia University.

The program allows students the following three options to complete the remaining required 8 hours:

**Option 1**

Students may choose to complete 8 hours of Electives (such as SOM Seminars, Research Thesis, and Internship).
Option 2

Students may choose to take three courses (8-9 hours) in any one of three Specialization Areas (Entrepreneurship, Environmental Management, and Health Care Administration). To meet the requirements for this option, students may enroll in 2 credit hours of SOM Seminars in related topics.

Option 3

Students may choose three courses (8-9 hours) from any of those offered at the graduate level within the MBA program.

Selected undergraduate courses that are also offered as graduate-level courses may count only once toward completion requirements. For instance, if a student previously completed BA 471-Starting New Ventures, s/he would not be permitted to enroll in the Master’s-level equivalent of BA 571-Starting New Ventures.

Concordia will accept up to 9 hours of graduate work completed at other accredited institutions. These may be transferred into the student’s elective/specialization area. Review of the student’s transcript will help determine which previous courses are applicable. Additionally, no credits earned toward a Concordia MBA can be more than seven years old. Only final grades of A or B may be transferred into the MBA program.

MBA Core Requirements (29)

- MBA 501 Foundations (2)
- MBA 502 Financial Reporting and Control (3)
- MBA 503 Ethical Leadership and Organizational Behavior (3)
- MBA 504 Marketing (3)
- MBA 505 e-Business (3)
- MBA 506 Business, Government and International Economy (3)
- MBA 507 Competition and Strategy (3)
- MBA 508 Finance (3)
- MBA 509 The Entrepreneurial Manager (3)
- MBA 510 Strategic Human Resource Management (3)

Choose a total of 8 hours from any of the following:

Electives (8-9)

- MBA 511 Researching Managerial Issues (3)
- MBA 598 Research Thesis (3 — 6)
- MBA 599 Internship (3 — 6)
- SOM 551 Business Seminar (1-3)

Specialization Area -- Entrepreneurship (8-9)

- BA 552 Business Law (3)
• BA 553 Nonprofit Management (3)
• BA 554 Production and Operation (3)
• BA 555 Risk Assessment (3)
• BA 571 Starting New Ventures (3)
• BA 572 Entrepreneurial Finance (3)

Specialization Area -- Environmental Management (8-9)

• BA 553 Nonprofit Management (2)
• BA 556 Fundraising and Grant Writing (2)
• ENV 501 Environmental/Natural Resource Finance and Economics (3)
• ENV 511 Environmental/Natural Resource Law and Ethics (3)
• ENV 555 Risk Assessment (3)
• ENV 561 Negotiations (1)
• ENV 562 Conflict Management (1)
• ENV 563 Alternative Dispute Resolution Mechanism (1)

Specialization Area -- Health Care Administration (9)

• HCA 511 Health Care Law and Ethics (3)
• HCA 512 Law and Ethics in Geriatrics (1)
• HCA 521 HCA and Management (3)
• HCA 522 Financial Management in Health Services (4)
• HCA 531 Health Care Policy and Regulation (1)
• HCA 532 Managed Care Systems (4)
• HCA 541 Strategic Plan and Marketing (3)
• HCA 551 Seminar (1)
• HCA 552 Quality Assessment and Improvement (3)
• HCA 570 Managing Human Resources (3)
• HCA 581 Issues Work with Elderly (3)

COURSE DESCRIPTIONS

Accounting Courses

ACT 201 - Financial Accounting
3 Credits

This course is an introduction to financial accounting concepts. The content and delivery of the subject is geared to accounting and non-accounting majors. Topics covered include the: (1) role of accounting; (2) analysis and preparation of financial statements; (3) accounting for accruals and deferrals; (4) recording process; (5) internal control & accounting for cash; (6) valuation of assets; (7) accounting for long-term operational assets, long-term debt, and equity transactions; and (8) statement of cash flow.

Prerequisites: BA 101
**ACT 202 - Managerial Accounting**  
**3 Credits**

This course emphasizes the use and interpretation of accounting information by management in the functions of planning, organizing and controlling business activities and costs. Emphasis is placed on Activity Based Costing Concepts and Principles. Topics covered will include managerial accounting, cost terms (concepts and classifications), cost behavior (analysis and use), variable and activity based costing, profit planning and standard cost, using accounting for decision-making purposes, flexible budgets and overhead analysis, statement of cash flows and financial statement analysis.

**Prerequisites:** ACT 201

**ACT 301 - Intermediate Accounting I**  
**4 Credits**

This course will help the student to: (1) understand the accounting environment; (2) review fundamental principles of accounting; (3) prepare and analyze financial statements according to GAAP (Generally Accepted Accounting Principles); (4) interpret and formulate solutions to accounting transactions; (5) apply intermediate level concepts to practice problems; (6) utilize the Internet for solving supplemental problems; and (7) enhance their team building, analytical and communication skills; and (8) explore the financial impact of earning management.  
**Prerequisites:** ACT 201 & 202 with a C or higher.  
**Prerequisites:** ACT 201 & 202 with a C or higher

**ACT 302 - Intermediate Accounting II**  
**3 Credits**

This course emphasizes the understanding and skills necessary to report the financial affairs of business organizations (e.g. proprietorship, partnership, and corporation) in a manner that is complete and reliable according to GAAP. This course extends the student’s ability to apply generally accepted accounting principles (GAAP) to complex financial transactions such as the reporting of earnings per share and long-term liabilities including leases, pensions, tax obligations and tax allocations.

**Prerequisites:** ACT 301 with a C or higher

**ACT 401 - Auditing**  
**3 Credits**

This course will help the student to: (1) understand the processes, types, and mechanisms of auditing; (2) review the professional codes of ethics; (3) apply the general concepts of internal control to the planning and implementation of the auditing process; (4) formulate substantive test procedures from a study and an analysis of required auditing objectives and internal control structures; and (5) understand the purpose and application of special reports; (6) evaluate the
engagement’s risk; and (7) introduce students to the purpose and application of special reports.

**Prerequisites:** ACT 302 with a C or higher

**ACT 402 - Income Tax I: Individual**

3 Credits

This course helps to facilitate an understanding of federal tax laws, its history, and its implications on personal income taxes. Emphasis is focused on the determination of gross income, adjusted gross income, deductions, credits, and consequences of property transactions. Tax policies and procedures reviewed relate to the Internal Revenue Code and interpretations of the Internal Revenue Service. A separate computer lab course will be required to complete a series of comprehensive tax simulations.

**Prerequisites:** ACT 202 or permission of instructor

**ACT 403 - Income Tax II: Corporate**

3 Credits

This course continues the process of income tax accounting by investigating the regulations, financial implications, and applications involving partnerships, corporations, and s-corporations. Tax planning and filing will be emphasized as an important component of the student’s qualifying entry level skills and introductory knowledge (understanding of the regulations regarding corporations and partnerships) and application of the internal revenue code.

**Prerequisites:** ACT 302 with a C or higher

**ACT 406 - Accounting for Consolidations; Government and Not-for-Profit Entities**

4 Credits

The first section of the course, Accounting for Consolidations, focuses on accounting and reporting for investment activities of businesses where significant influence or control is present after a business combination. The second section, Accounting for Government and Not-for-Profit Entities, introduces students to recording and reporting standards of financial information in government and not-for-profit entities. Emphasis is placed on providing a conceptual and procedural framework in accounting for government entities (state and local governments), not-for-profit organizations (e.g., public and private colleges and universities; and health care entities), partnerships, and estates/trusts. The course will also review accounting and reporting for foreign currency transactions, hedging foreign exchange risks, and discuss world-wide accounting diversity and international accounting standards.

**Prerequisites:** ACT 302 with a C or higher

**Note:** Student needs Excel experience and web access.
Art Courses

ART 101 - Fundamentals of Art  
3 Credits

Discover personal approaches to visual problem solving by direct experience with various two- and three-dimensional art media. This course applies basic artistic principles to everyday experiences.

Note: Lab fee

ART 121 - Art Appreciation  
2 Credits

A multi-faceted course for exploring, discovering and understanding art from various cultural and individual viewpoints. Students will learn how art influences cultural change. The course activities reflect diverse styles of art using simulation games, writing exercises, and artistic projects to develop awareness of the purposes of art.

Note: May be used to meet the Fine Arts General Education requirement.

ART 201 - Design Concepts  
3 Credits

Design concepts are introduced through creative design and studio work in two- and three-dimensional composition. Emphasis will be given to the elements of design to develop pictorial and sculptural awareness.

Note: Lab fee

ART 251 - Study Tour  
3 Credits

A study of the art, architecture, and culture of foreign countries.

Note: Tour fee

ART 265 - Computer Graphic Design  
3 Credits

The student will gain practical experience in the use of graphic design for developing company image and identity. The course will include some introduction to computer graphics and business applications for the graphic designer.

Prerequisites: ART 201 recommended

Note: Cross-listed as BA 265

ART 296 - Buying Into Art  
2 Credits
Students learn how to examine and compare artistic styles and personal taste through simulations and real encounters with the art market. Understanding the choices we make when buying art, literally and figuratively.

**Note:** No textbook - Required to purchase art $50 - $150

**ART 312 - Art and Culture**
4 Credits

Students will survey the historical and cultural roots of art, especially in western civilization, from the prehistoric to the present.

**Prerequisites:** HUM 151 recommended

**Note:** Cross-listed as HST 312

**ART 314 - Non-Western Art Traditions**
2 Credits

This course examines artistic, cultural and historical perspectives of non-Western art and its traditions. Artifacts representing various heritages such as Native Americans, ancient Aztecs, African art, and particularly Asian cultures will be studied. Contrasts in style and philosophy of non-Western and Western traditions will broaden students’ appreciation of the world's diversity.

**ART 341 - Art in the Christian Church**
2 Credits

A hands-on study of traditional and new church symbols from early Christianity to the present. Students explore various artistic ideas for worship today. The course applies to teachers, directors of education, pastors, and lay people.

**Note:** Lab fee; Cross-listed as REL 341

**ART 365 - Art for Elementary Teachers**
2 Credits

Students will establish a background in art fundamentals and a philosophy of art education appropriate to Elementary Art instruction i.e., a child’s approach toward artistic expression.

**Note:** Lab fee

**ART 368 - Secondary Art Education**
2 Credits

Students will develop artistic experience using two- and three-dimensional art media appropriate for Middle and High School art instruction. Students will expand their appreciation for well-known works of art as well as personal improvement of artistic expression, its practice, purposes and applications for classroom curricula.
This course will address the challenge of learning the how-to's of art while preparing to teach the same to adolescents.

**Art Studio Courses**

**AS 161 - Calligraphy Studio**
1 Credit

An introduction to the tools and techniques used in the art of lettering. Students will become acquainted with two or more alphabets. The course meets three hours per week for one credit.

**Note:** May be repeated for a total of 6 credits

**AS 181 - Drawing Studio**
1 Credit

An introduction to the drawing process: the development of visual and expressive representations of various subjects including still life, figures, and landscapes. No prior experience is needed. The course meets three hours per week for one credit.

**Note:** Lab fee; May be repeated for a total of 6 credits

**AS 191 - Ceramics Studio**
1 Credit

Various projects are designed for the student to experiment with clay as an artistic and practical material. Emphasis on hand-built and wheel methods of construction. The course meets three hours per week for one credit.

**Note:** Lab fee; May be repeated for a total of 6 credits

**AS 199 - Watercolor Studio**
1 Credit

An introduction to the material and techniques of watercolor painting. Students will learn how to interpret basic still life subjects and others appropriate to the medium of watercolor. The course meets three hours per week for one credit.

**Prerequisites:** AS 181 recommended

**Note:** Lab fee; May be repeated for a total of 6 credits

**AS 225 - Stained Glass Studio**
1 Credit

An introduction to the tools and techniques of leaded, colored glass. Students will develop an understanding of color and light as they influence the process of designing and completing a small project. The course meets three hours per week for one credit.
Note: Lab fee; May be repeated for a total of 6 credits

AS 281 - Painting Studio
1 Credit

An exploration of the expressive qualities of color as applied to acrylic painting. Students will paint from still life and landscape subjects. The course meets three hours per week for one credit.

Prerequisites: AS 181 recommended

Note: Lab fee; May be repeated for a total of 6 credits

AS 361 - Calligraphy Studio
1 Credit

An introduction to the tools and techniques used in the art of lettering. Students will become acquainted with two or more alphabets. The course will meet three hours a week for one credit.

Prerequisites: AS 161

Note: May be repeated for a total of 6 credits

AS 381 - Drawing Studio
1 Credit

An introduction to the drawing process: the development of visual and expressive representations of various subjects including still life, figures, and landscapes. No prior experience is needed. The course meets three hours per week for one credit.

Prerequisites: AS 181

Note: Lab fee; May be repeated for a total of 6 credits

AS 391 - Ceramics Studio
1 Credit

Various projects are designed for the student to experiment with clay as an artistic and practical material. Emphasis on hand-built and wheel methods of construction. The course meets three hours per week for one credit.

Prerequisites: AS 191

Note: Lab fee; May be repeated for a total of 6 credits

AS 399 - Watercolor Studio
1 Credit

An introduction to the material and techniques of watercolor painting. Students will
learn how to interpret basic still life subjects and others appropriate to the medium of watercolor. The course meets three hours per week for one credit.

**Prerequisites:** AS 199

**Note:** Lab fee; May be repeated for a total of 6 credits

**AS 425 - Stained Glass Studio**
1 Credit

An introduction to the tools and techniques of leaded, colored glass. Students will develop an understanding of color and light as they influence the process of designing and completing a small project. The course meets three hours per week for one credit.

**Prerequisites:** AS 225

**Note:** Lab fee; May be repeated for a total of 6 credits

**AS 481 - Painting Studio**
1 Credit

An exploration of the expressive qualities of color as applied to acrylic painting. Students will paint from still life and landscape subjects. The course meets three hours per week for one credit.

**Prerequisites:** AS 281

**Note:** Lab fee; May be repeated for a total of 6 credits

**Astronomy Courses**

**AST 101 - Astronomy**
3 Credits

An introduction to the terms, concepts, and methods needed to understand current literature in astronomy. Historical development of concepts, current data from space exploration, as well as familiarity with the night sky are included in the course.

**Note:** Not considered a lab course

**BA in Business Courses**

**BA 101 - The Business and Economic Environment**
3 Credits

A survey course designed to present an overview of the business organization and its operations and management functions with a special emphasis on running an
organization using sound ethical principles. Students will be introduced to such
topics as the U.S. economic system, key organizational elements, marketing
strategies, product design, pricing, distribution channels, leadership, and human
resources management strategies.

Note: Students must have access to a computer and possess basic skills in word
processing and WEB site searches.

BA 203 - Fundamentals of Economics
4 Credits

This class is designed to consider the performance of the national economy as a
whole (both macroeconomic and microeconomic frameworks) by gaining an
understanding of major economic principles centering on topics such as the
economic system of the United States, other economic systems, supply and demand,
unemployment and inflation, economic growth, and measuring economic health.

BA 226 - Computer Business Applications: MS Office
3 Credits

In this self-paced, guided introduction to Microsoft Office Suite, students will work
through a series of exercises and assignments designed to develop mastery of
business related computer application skills utilizing word processing (WORD),
spreadsheets (EXCEL), relational databases (ACCESS), communication software
(OUTFLOOK), and presentation software (POWERPOINT). Students who
successfully complete this course will master sufficient skills to use the computer as
an effective tool in their educational and professional careers.

BA 247 - Quantitative Methods and Analysis
3 Credits

Today's business environment requires a solid background in business related
quantitative methods and analysis. This course focuses on key subjects related to
the business community including probabilities, descriptive statistics, standard
deviation, business related statistical operations, and research designs.

Prerequisites: BA 101, 226, MTH 123

BA 259 - Business Communications
2 Credits

This course helps students to understand, develop, & use oral, written, and other
communication skills in a business context. Students will be able to use these
concepts and skills in a variety of business and managerial applications.

BA 299 - Prior Learning Assessment
2 Credits

This course enables students to define, state, evaluate, and present a portfolio of
college level learning they have acquired through experiences outside of the
traditional college classroom with the goal of receiving college credit for that learning.

**Prerequisites:** Bachelor of Science degree students only.

**Note:** Offered Pass/No-Pass only; Cross-listed HCA 299

**BA 301 - Pre-Internship Seminar**

1 Credit

This pre-internship seminar is designed to give students career development insights and important information about (a) the requirements of the BA499 Business Internship, (b) the key ingredients necessary for a successful internship experience, and (c) essential search strategies for acquiring an internship (and eventual fulltime employment following graduation). Students will be able to effectively articulate their strengths in a cover letter and resume while developing a strategy for obtaining an internship with a local business.

**BA 321 - Entrepreneurship**

3 Credits

This course is aimed at creating knowledge, skills, awareness, and involvement of the student for the entrepreneurial process and the critical aspects of considering a new venture. Examining theoretical and applied concepts (through text, case studies, hands-on exercises and visiting entrepreneurs), the course aims to guide the student's discovery of the fundamentals of entrepreneurship. The course begins with assessing self-awareness, the entrepreneur/founding team, diverse entrepreneurial profiles, formation process models, and culminates in the exploration of prospective business ideas.

**Prerequisites:** BA 101, BA/ECN 203

**BA 331 - Global Business**

3 Credits

The international business community is complex, requiring understanding not only of the domestic environment but also business environments existing in the rest of the world. In this course, emphasis will be given to acquiring an awareness of the intricacies comprising the international environment, terminology, and strategies businesses must consider in order to be successful abroad.

**Prerequisites:** BA 101, BA/ECN 203

**BA 341 - Investments**

3 Credits

This class is designed to introduce students to various investment vehicles, investment strategies, and modern portfolio management techniques. The class involves the students in "hands on" management of an investment portfolio where
they make "real time" purchases and sales of stocks and options in a national investment competition. The course is available to all students.

**Prerequisites:** BA 101, BA/ECN 203

**BA 342 - Finance**  
*3 Credits*

This class introduces students to the art and science of managing money at the corporate level. Topics include: short-term cash management, capital budgeting, time value of money concepts, balance between risk and reward, and financial analysis techniques.

**Prerequisites:** BA 101, BA/ECN 203

**BA 344 - International Trade, Finance, and Monetary Issues**  
*3 Credits*

Given the global environment faced by today's managers, the objective of the course is to introduce students to the basic concepts and institutional arrangements that underlie financial management in a global economy. Topics covered include the international monetary system, the balance of payments, exchange rate determination, currency futures and options, parity conditions in international finance, and management of foreign exchange risk through hedging. The course examines issues related to the international markets, including international trade and commercial policy, international investment, foreign exchange markets, the Euromarkets, and currency derivative markets. The course also considers financial issues associated with the operation of a firm in the international environment.

**Prerequisites:** BA 331, 342

**BA 351 - Production and Operation**  
*3 Credits*

This is an intense examination of the key concepts, quantitative techniques, and practices applied by world managers in the production of goods and services. It includes the study of behavioral methods, input/output relationships, system/facility design, scheduling and modern inventory control systems, management information systems, and facility location.

**Prerequisites:** BA 101, BA/ECN 203, BA 247, MTH 123

**BA 352 - Business Law**  
*3 Credits*

This course investigates legal concepts and principles affecting business organizations and commercial transactions. Key topics focus on those factors
influencing management decisions such as contracts, agencies, partnerships, corporations, and real property.

**Prerequisites:** BA 101, BA/ECN 203

**BA 359 - Principles of Organizational Management**  
3 Credits

This course focuses on an integrated study of the principles and processes of organizational management. Students will examine the concepts of planning, leading, directing, and controlling from the classical and behavioral perspectives, and the current view for managing in the 21st Century. The successful student will have a solid understanding of management styles, social responsibility and business ethics, productivity and quality in operations, human motivation theory, organizational culture and change, and team dynamics.

**Prerequisites:** BA 101, BA/ECN 203 (may be taken concurrently with BA 359)

**BA 360 - Principles of Marketing**  
3 Credits

This course helps students discover how marketing activities relate to other functions of a business or non-business operation. In doing so, students will discover who marketers are, how they think, and what they do in connection with identification of target markets, creation of a marketing mix, and development of strategic plans to assist in managerial decision making.

**Prerequisites:** BA 101, BA/ECN 203

**BA 361 - Sales and Advertising**  
3 Credits

Key topics in this course include the dynamics of sales and advertising, sales skill development, prospecting, buyer behavior, and motivation. Students will have an opportunity to create and develop their own advertising ideas, marketing plans, and ad campaigns.

**Prerequisites:** BA 360

**BA 363 - Marketing Research**  
3 Credits

This course introduces students to the fundamentals of marketing research, including research design, methodologies, analytical techniques, and reporting strategies. Students learn how to obtain, analyze, and use primary and secondary data that enable managers to make good decisions and avoid bad ones.

**Prerequisites:** BA 360
BA 364 - Marketing on the Internet
3 Credits

This course will focus on the study of the Internet, how it works, and how it can be used in marketing. Students will develop useful marketing plans that incorporate the Internet, and explore use of the Internet for customer contact, customer service, order taking, and market research.

Prerequisites: BA 360

BA 366 - Global Marketing
3 Credits

This course examines the ingredients necessary for the development and implementation of an international marketing program. Key elements examined include the similarities and differences in customer product preference, strategic planning, cultural sensitivity, economic and financial considerations, legal issues, and political conditions.

Prerequisites: BA 360

BA 381 - Human Resource Management
3 Credits

Focusing on theoretical and practical aspects of organizational and personnel activities, this course examines key topics such as human resource planning, recruiting, selecting, orienting, training, and evaluating employees. A major portion of the course will focus on how these topics relate to state and federal laws. Relevant human resource problems and issues will be examined.

Prerequisites: BA 101, BA/ECN 203

BA 450 - International Management
3 Credits

The focus of this course is to examine the international environment from a managerial perspective. Taking into consideration international business concepts, marketing and strategies, students analyze and make recommendations. Emphasis is given to case studies, group activities, and presentations.

Prerequisites: BA 331

BA 451 - Seminar
1 Credit

Business seminars are available primarily as electives focusing on (a) today's business community and (b) development of business technology skills. They are designed to strengthen a student's business concentration. The seminars are usually offered on weekends and/or in the evenings. Topics have included marketing solutions, the multicultural work force, interviewing techniques, and conflict
resolution. The seminars are usually offered on a "pass" or "no pass" basis, and require the completion of at least one project for evaluation.

Note: May be repeated for credit in accordance with the Seminar policy found in the course catalog.

BA 452 - Nonprofit Management
2 Credits

Approximately 30% of today's organizations are considered nonprofit. While many concepts and practices are similar to private-sector organizations, being a nonprofit also creates many differences. This course introduces key elements of nonprofit management activities. Focus is given to development of needs assessments, program evaluation, program strategies, long- and short-term planning, goal setting, recruitment and training, motivation and supervision.

Note: Cross-listed as SCW 452
Prerequisite: BA 101

BA 453 - Fundraising and Grant Writing
2 Credits

This course investigates the concepts of grants, investigating grant opportunities, research for grant development, writing grants, receiving and managing grants. Emphasis is also given to skills required for direct solicitation fundraising programs, such as annual fund drives, special events, phone-a-thons, direct mail campaigns and planned giving activities. Students will learn to conduct donor/prospect research and make effective appeals to donors, develop fundraising plans and design positive promotional materials.

Note: Cross-listed as SCW 453
Prerequisite: BA 101

BA 455 - Risk Assessment
3 Credits

This course is designed as a "hand-on" introduction to risk analysis or the systematic evaluation of decision problems involving uncertainty. It is intended to enhance the student's ability to solve complex management problems and to make decisions under conditions of uncertainty, competing objectives, and complicated constraints through the use of formal modeling and quantitative analysis techniques. A key element of this course is the use of microcomputers and commercially available software as tools for performing quantitative risk analysis.

Prerequisites: BA 247

Note: Cross-listed as ENV 422/555
BA 457 - Ethical Leadership  
3 Credits

Special attention is given to characteristics of leaders and how they operate ethically within the organizations they lead as well as how leaders interact with society in terms of corporate responsibility. Classical leadership approaches typically practiced in the United States are examined and compared to emerging new leadership practices. Students will gain insights into various models for understanding culture and the impact culture has on determining leadership styles. The course closely examines values, abilities, skills, and personality traits and the importance of using power in appropriate ways to influence others.

Prerequisites: Senior status and currently in last year of Business program

BA 458 - Business Policy and Strategy  
3 Credits

This is a dynamic course bringing together the elements studied in various business classes, such as finance, economics, management, and marketing. Relying largely on case studies, this approach allows students to compare their operational skills with those of professional managers from different industries.

Prerequisites: Senior status and currently in last year of Business program

BA 471 - Starting New Ventures  
3 Credits

This course focuses on the concepts, skills and know-how, attitudes and alternatives that are relevant for start-up and early stage entrepreneurs, entrepreneurial managers and attendant stakeholders. It is an applied course with two fundamental start-up processes: opportunity recognition and business plan development. Effective and general management practices from the perspective of the entrepreneurs and entrepreneurial managers are examined to make a substantial difference in the ultimate success or failure of the venture formation process.

Prerequisites: BA 342, BA 360 (may be taken concurrently with BA 471)

BA 499 - Business Internship  
1 Credit

The business internship is the capstone, hands-on experience for each business major, and offers a unique opportunity for students to relate their academic education and career interests to "on-the-job" work experience in the corporate world. All business majors must complete the business internship prior to graduation. During the internship, business students will complete a business exit exam. The internship is jointly supervised by a Concordia University internship director and an on-site internship supervisor. Formal application and completion of the Business Internship Seminar is required prior to the semester of enrollment.

Prerequisites: BA 301 and Senior status as Business Administration major
Note: May be repeated for a maximum of 10 credits; Offered Pass/No Pass only

Biology Courses

BIO 101 - Principles of Biology
3 Credits

Emphasis on basic biological principles as included in the areas of molecular biology, cellular biology, organism biology, reproduction and development, genetics and ecology. Particular emphasis on the human being as a representative organism illustrating fundamental features of life. Not recommended for students who have successfully completed high school biology.

Note: Lab section required; Lab fee

BIO 211 - General Biology I
4 Credits

First of a two-course sequence for biology majors, introducing fundamental concepts of the structure and function of living organisms at all levels of organization. Emphasis in this course is on the chemistry of living organisms and a detailed study of the structure and function of life at the cellular level. The course includes an introduction to cellular energy metabolism (aerobic respiration and photosynthesis) genetics, molecular biology and topics in biotechnology.

Prerequisites: BIO 101 or high school biology, high school chemistry (or concurrent enrollment in CHM 101 or CHM 211); Completion of MTH 123 is highly recommended

Note: Lab section required; Lab fee

BIO 212 - General Biology II
4 Credits

A continuation of BIO 211 with special emphasis on anatomy and physiology of animals, genetics, structure and functions of plants, evolution, and ecology.

Prerequisites: BIO 211

Note: Lab fee; Lab section required

BIO 251 - Seminar
1 Credit

While focusing on a short field-based experience, the topic for this course will vary from term to term. Students will be involved in observational and experimental procedures in the field and will be expected to participate in background reading assignments as well as develop a paper that reflects on their experience. Topics may
include ornithology, ecological communities, the ecology of Mt. St. Helens, or other areas of interest.

Note: Offered Pass/No pass; May be repeated for credit in accordance with the Seminar policy.

**BIO 264 - Introduction to Anatomy**  
*3 Credits*

A basic introduction to the anatomy of the human body, designed for the non-science major and physical education major. The basic systems (coetaneous, skeletal, muscular and nervous) will be covered.

**Prerequisites:** BIO 101 or equivalent

Note: Lab fee; Lab section required

**BIO 265 - Introduction to Physiology**  
*3 Credits*

An introduction to the fundamental physiology of the human body with emphasis on the functioning of cell, circulatory, endocrine, reproductive, and muscular systems.

**Prerequisites:** BIO 101, BIO 264 recommended

Note: Lab fee; Lab section required

**BIO 284 - Microbiology**  
*3 Credits*

A laboratory based introduction to bacteria, viruses, protozoa, fungi, and invertebrates with a particular emphasis on their relation to human disease. Laboratory sessions emphasize aseptic technique and the metabolic requirements of microorganisms. In addition, students are introduced to the latest technological approaches to identifying pathogens.

**Prerequisites:** BIO 211 and CHM 102 or CHM 211

Note: Lab fee; Lab section required

**BIO 288 - Departmental Seminar**  
*1 Credit*

A reading and discussion course that has topics of general interest to both science majors and general audiences. Upper division credit will require greater participation. A chance to explore new ideas with faculty and fellow students without prerequisites.

Note: Fall Semester seminars recommended for Science majors. Offered Pass/No
pass. May be repeated for credit in accordance with the Seminar policy. Cross-listed as CHM 288

**BIO 315 - Genetics**
**4 Credits**

An introduction to the principles of inheritance: covers the nature, transmission and function of the genetic material in relation to its cytological and biochemical aspects. Both classical Mendelian and molecular genetics are covered.

**Prerequisites:** BIO 212, CHM 211, MTH 331

**Note:** Lab fee

**BIO 321 - Developmental Biology**
**3 Credits**

A study of the development and differentiation of multicellular organisms from single-celled zygotes. Topics include genetic regulation, nucleocytoplasmic interactions, organellogenesis, morphogenesis, pattern formation, cell differentiation, and oncology.

**Prerequisites:** BIO 315

**BIO 325 - Immunology**
**3 Credits**

This course will cover fundamental aspects of immunology including mechanisms of antibody-mediated and cell-mediated immunity. Topics will include the anatomy of the immune system, the role and function of T and B cells, MHC restriction and antigen presentation, the structure and genetics of antibody and T cell receptor molecules and regulation of immune responses. Applications of immunology to infectious disease and cancer as well as clinical syndromes resulting from loss of immune function will also be discussed.

**Prerequisite:** BIO 315

**BIO 364 - Human Anatomy and Physiology I**
**4 Credits**

A study of the structure and function of some of the organ systems of the human body including the skeletal, muscular, endocrine, and nervous systems.

**Prerequisites:** BIO 212, CHM 211

**Note:** Lab fee; Lab section required

**BIO 365 - Human Anatomy and Physiology II**
**4 Credits**

A study of the structure and function of some of the organ systems of the human body including the skeletal, muscular, endocrine, and nervous systems.
body including the circulatory, respiratory, digestive, excretory, and reproductive systems.

**Prerequisites:** BIO 364, CHM 211

**Note:** Lab fee; Lab section required.

**BIO 370 - Field Biology**  
**3 Credits**

This course is intended to provide majors and non-majors alike an intensive experience in field-based biology. The topic and locations of the field course will vary from term to term, with the typical length of the course ranging from 7 to 14 days. Students participate in field observations and sampling, hiking, snorkeling, or other activities as appropriate. Techniques of proper field notation and sampling will be taught. Typical sites include the Grand Canyon, Pacific Northwest, Belize, Hawaii, Australia, and Costa Rica.

**Prerequisites:** Sophomore status, basic biology course and/or instructor permission

**Note:** May be repeated for credit if to a different location.

**BIO 411 - Ecology**  
**3 Credits**

The study of the interaction of plants and animals and their environment. An introduction to some of the basic field biological techniques in the laboratory portion of the course.

**Prerequisites:** BIO 212, CHM 211 and MTH 331

**Note:** Lab fee; Lab section required.

**BIO 415 - Biology Teaching Assistant**  
**1 Credit**

An opportunity for upper-level life science students to design, prepare, and teach lower-level science labs.

**Prerequisites:** Upper division standing and instructor approval

**Note:** Offered Pass/No pass; May be repeated twice for credit.

**BIO 426 - Evolution**  
**3 Credits**

An examination of theories of organic evolution with an emphasis on their mechanisms. Analysis of the creationist-evolutionist controversy.
**Prerequisites:** BIO 315 or instructor approval.

**BIO 451 - Seminar**  
1 Credit

While focusing on a short field-based experience, the topic for this course will vary from term to term. Students will be involved in observational and experimental procedures in the field, and will be expected to participate in background reading assignments as well as develop a paper that reflects on their experience. Topics may include ornithology, ecological communities, the ecology of Mt. St. Helens, or other areas of interest.

**Note:** Offered Pass/No pass; May be repeated for credit in accordance with the Seminar policy.

**BIO 457 - Molecular Biology**  
3 Credits

Hands-on study of the molecular basis of reproduction and genetics in organisms from phage to higher eukaryotes. Special emphasis on the tools of molecular biology, including recombinant DNA technology.

**Prerequisites:** BIO 212, CHM 212, BIO 315

**Note:** Lab fee; Lab section required.

**BIO 484 - Microbiology**  
3 Credits

Examination of the nature and behavior of microbes. Emphasis on microbes related to human health problems. Laboratory sessions focus on proper handling and identification of pathogens.

**BIO 488 - Departmental Seminar**  
1 Credit

A reading and discussion course that has topics of general interest to both science majors and general audiences. Upper division credit will require greater participation. A chance to explore new ideas with faculty and fellow students without prerequisites.

**Note:** Fall Semester seminars recommended for Science majors. Offered Pass/No pass. May be repeated for credit in accordance with the Seminar policy. Cross-listed as CHM 488.

**BIO 492 - Senior Thesis Preparation**  
1 Credit

This course is required for students planning to complete a senior thesis. The product of this course will be a thesis proposal.
BIO 493 - Biology Thesis Part I: Literature Review and Experimental Design  
2 Credits

BIO 494 - Biology Thesis Part II: Research, Thesis Writing, and Defense  
2 Credits

BIO 496 - Biology Practicum  
3 Credits

Supervised experience in a setting related to the student's concentration of choice. Requires a final written summary and presentation of activities by the student.

Prerequisites: Senior status as a biology major

Note: Practicum fee charged; Offered Pass/No pass only.

BS in Business Courses

BUS 302 - Economics for Social Issues  
3 Credits

This course examines the role of economics in dealing with the current issues and concerns of society, and examines methods and techniques which managers may use to respond to them with thoughtfulness and competency.

BUS 329 - Operations Management  
3 Credits

This course studies the key concepts, techniques, and practices which are effectively used by modern managers in the production of goods and services. This includes study of planning, implementation, and control processes with proven track records.

BUS 334 - E-Business  
3 Credits

Foundation survey course provides an overview of the emerging digital economy, focusing on the current role of eCommerce. An in-depth analysis of marketing and customer service issues as they relate to the integration of the Internet into overall business strategy for new and existing business.

BUS 342 - Ethical Foundations for Organizations  
3 Credits

This study is of the ethical and moral aspects of the conduct of both private and public organizations and their human resources. The course probes the basic values and standards which bear upon the operational choices and decisions of all organizations.
BUS 357 - Quantitative Methods for Managers  
3 Credits

This course presents business concepts and fundamental mathematical calculations associated with these concepts. The goals are to ensure that students can apply basic business math, develop ratios, use the time value of money, probability, and describe data using summary measures and graphs.

BUS 360 - Organizational Finance  
3 Credits

This is an in-depth look at methods for funding business operations. It examines the types of financial statements used by organizations and the importance of each to the process of fiscal management within that organization.

BUS 361 - Managerial Accounting  
3 Credits

This course emphasizes accounting for people inside the business who direct and control its operations. Managerial Accounting provides the essential data that is needed to run the business, as opposed to financial accounting, which provides the data that is used by outsiders to judge a company's past financial performance. Students will apply accounting principles, financial concepts, management theories and marketing precepts to the development of internal reports. Some reports focus on how well managers or business units have performed-comparing results to plans and to benchmarks. Some reports provide timely, frequent operations updates and other reports on analyzing a developing business situation or opportunity. Because this course is manager oriented, this course needs to be preceded by student understanding of what managers do and the general business environment.

BUS 365 - Values, Society, and the Future  
3 Credits

This course analyzes the values and morals of society as they pertain to the moral and ethical foundations of civilization. Studies the role of these factors upon the decision makers in society/organizations and how these influences bear on the future of all humankind.

BUS 366 - Marketing Management  
3 Credits

This course studies the process of marketing from a customer driven perspective. Product/service development, distribution and channeling, pricing, and effective promotional techniques are examined, as well as techniques for practical management of the entire marketing process.

BUS 370 - Managing Human Resources  
3 Credits

This course demonstrates the direct relationship between the effective use of
human resources and organizational success. It studies resource development from the standpoint of recruiting, selection, training, motivation, and other significant areas of management responsibility.

**BUS 375 - Ethical Leadership and Corporate Responsibility**

*3 Credits*

Emphasis in this course will be placed on the competence of being and ethical leader, with special attention given to leadership from the heart and leadership that has courage and moral underpinnings. After introducing students to various ethical frameworks, the course will examine the processes for planning, organizing, leading and controlling an organization in order to reach organizational goals. Students will study various leadership styles and techniques used to improve organizational effectiveness, increase productivity by positively influencing the human resources of the firm while demonstrating moral responsibility to society.

**BUS 480 - Group Process and Communication**

*3 Credits*

This course demonstrates techniques for development and implementation of group process. It illustrates methods for group communications, group participation and leadership, and presents systems to enhance group effectiveness using experiential exercise blended with theory.

**BUS 490 - Organizational Policy and Strategy**

*3 Credits*

This is the dynamic capstone course that illustrates how business strategies can be developed to ensure the achievement of the organizational mission and goals. It uses information from management, communications, finance, marketing, production, and other courses to plan for organizational development and success. Participants judge the limits of their understanding against real-world situations.

**BUS 498 - Independent Research Project**

*2 Credits*

This course involves the construction of a research project which will involve the analysis of a career related situation or situations. It may be taken for 2 to 6 hours and will involve hypothesis, experimentation or observation, construction, and reporting. This course cannot be taken until the 3rd semester of MCL course work.

**BUS 499 - Business Internship**

*2 Credits*

The internship option provides an executive/project management experience in a local business/corporation arranged in discussion with an advisor. The business internship is a hands-on experience and offers a unique opportunity for students to relate their academic education and career interests to ¿on-the-job¿ work experience in the corporate world.
Prerequisites: Completion of Internship Proposal approved by the School of Management

Note: Offered Pass/no pass only

Christian Education Courses

CED 275 - Outreach, Assimilation, Visitation
3 Credits

Students will identify how they, as Christians, can participate and train others for outreach to seekers and the dechurched. The diverse components of a congregation's evangelism ministry will be explored while considering various methods and resources for that ministry. Primary emphasis will be on helping students understand the importance of the role of every Christian in evangelism, so that they can move into congregations to motivate and educate members, developing and implementing an effective and intentional ministry of evangelism. "Evangelism is the content, education is the process."

Prerequisites: REL 211 or REL 221

Note: Cross-listed as REL 275

CED 290 - Practicum/Mission Experience
1 Credit

The student can earn one to three credits for work in a missions environment (i.e. CU trip to China to teach English, VBS teaching overseas, commitment to an inner city agency). Emphasis should be upon gaining experience in practice of skills & theories needed in ministry professions (DCE, teacher, missionary, pastor). A minimum of 45 contact hours is required for each hour of credit. A specific proposal must be made in the semester prior to the mission experience in which the practicum is outlined & a mentor is identified. Proposal outlines are available from the Director of Christian Ministries.

Note: Offered Pass/No Pass

CED 291 - Summer Practicum in a Parish
1 Credit

The student can earn one to three credits for work in a congregation or para-church organization. Emphasis should be upon gaining experience in practice of skills & theories needed in ministry professions (DCE, teacher, missionary, pastor). A minimum of 45 contact hours is required for each hour of credit. A specific proposal must be made in the semester prior to the parish experience, in which the practicum is outlined, and a mentor is identified. Proposal outlines are available from the Director of Christian Ministries.

Note: Offered Pass/No Pass
CED 292 - Camp Leadership Practicum
1 Credit

The student can earn one to three credits for work in a camp. Emphasis should be upon gaining experience in practice of skills and theories needed in ministry professions (DCE, teacher, missionary, pastor). A minimum of 45 contact hours is required for each hour of credit. A specific proposal must be made in the semester prior to the camp experience, in which the practicum is outlined and a mentor is identified. Proposal outlines are available from the Director of Christian Ministries.

Note: Offered Pass/No Pass

CED 305 - Outdoor Christian Education
2 Credits

This course explores practical use of the out-of-doors in congregational and school settings. Retreat planning, initiatives courses, camps, and other tools will be examined as students consider the application of these resources in achieving congregational and school goals.

Note: Lab fee charged

CED 310 - Children's Ministry
3 Credits

Students will be introduced to theories related to children that will assist in developing an integrated ministry in a congregational setting. The course's five major sections include: development of the child; learning theories; the content of the child's learning in the church; planning, administering, implementing and evaluating a comprehensive ministry to children; and resources, activities, and environments for children's ministries. Each student will be assigned to an area congregation for weekly participation and leadership in children's ministry activities.

Prerequisites: EDU 260 recommended

CED 315 - Youth Ministry
3 Credits

This course is intended primarily for those interested in developing or participating in congregational ministry to youth: particularly future Directors of Christian Education. Current theories and models of youth ministry are explored so students can create their own vision for congregational youth ministry. Each student will be assigned to an area congregation for weekly participation and leadership in youth ministry activities.

Prerequisites: EDU 260 recommended
CED 344 - Field Experience, Religious Education
1 Credit

The goal of this course is to provide students with a field experience in a church school classroom to better appreciate the role of the teacher. Students will practice those competencies and skills required of teachers, developing the role of Christian educator. The student will spend 45 contact hours in the classroom and will teach a minimum of three religion lessons. Students must complete an application for this course in the College of Education placement office the semester before they are assigned.

Prerequisites: State Fingerprinting required; EDU 232, EDU 260, CED 395. Requires completion of an on-line application for placement: http://www.cup- portland.edu/coe/placement/.

Note: Lab fee charged; Cross-listed as EDU 344

CED 383 - Adult Ministry
3 Credits

Students will be introduced to theories related to adults that will assist in developing an integrated ministry in a congregational setting. The course’s six major sections include: adult development; adult learning theory; the content of adult learning in the church; volunteer recruitment and management; planning, administering, implementing and evaluating a comprehensive ministry to adults; and resources, activities and environments for adult ministries. Each student will be assigned to an area congregation for weekly participation and leadership in adult ministry activities.

Prerequisites: EDU 260 recommended

CED 395 - Teaching the Faith
3 Credits

Examines the role of the professional church worker as a teacher of the Christian faith in several agencies of the Church. Focus is upon methods, materials and curriculum. Includes field-work observation, participation, lesson planning and demonstration teaching. Lab fee covers current membership fees in Lutheran Education Association (LEA).

Prerequisites: EDU 232, EDU 260

Note: Lab fee charged

CED 483 - Leadership Development
2 Credits

This course considers the best in current theories, models, styles & strategies of "secular" leadership. The connection and the differences between secular and
church leadership will be discussed. Students will then consider ministry issues and their own growth goals as they prepare for leadership roles in the church. A key component of the class includes equipping others to serve as leaders, particularly in a voluntary (church) organization.

CED 485 - Family Ministry
3 Credits

An introductory course intended to acquaint students with the fundamental skills, theories, and understandings necessary to begin and sustain a ministry to and with families in a congregational setting. Family Ministries seeks to develop a holistic, intergenerational, lifespan understanding of ministry through the parish. This course builds upon and unifies theories developed in Children's Ministries, Youth Ministries and Adult Ministries. Each student will be assigned to an area congregation for weekly participation and leadership in family ministry activities.

Prerequisites: EDU 260 recommended

CED 490 - DCE Internship
8 Credits

An academic year spent in parish education activities in a Lutheran congregation, combining observation, teaching, training in administration, management, and other parish services. The student will work for a monthly stipend under the supervision of a congregational supervisor and a consulting Director of Christian Education. Knowledge and skills are to be acquired in all educational agencies and services provided by the parish. Adjustment to this requirement may be made in exceptional cases by the director of the DCE program. Required in order to receive certification as a DCE.

Prerequisites: Completion of BA in Christian Education or permission of Director of DCE program.

Note: Internship fee charged; Offered Pass/No Pass only

Chemistry Courses
CHM 101 - Chemistry for Life
3 Credits

This is a laboratory course designed for students with little or no background in chemistry. The course will investigate areas of everyday life in which chemistry plays an important role with a strong emphasis on applications to health care.

Prerequisites: MTH 097 or demonstrated competency at that level

Note: Lab fee; Lab section required.
CHM 102 - Principles of Organic and Biochemistry
3 Credits

An introduction to health care related topics in the chemistry of organic molecules and the chemical reactions of living organisms.

Prerequisites: CHM 101.

CHM 211 - Inorganic Chemistry I
4 Credits

A study of atomic structure, stoichiometry, chemical bonding, the periodic table, states of matter, and solutions.

Prerequisites: MTH 123 required, MTH 124 recommended

Note: Lab fee; Lab section required.

CHM 212 - Inorganic Chemistry II
4 Credits

A continuation of CHM 212 with a study of thermodynamics, reaction rates, chemical equilibrium, acid-base equilibrium, electrochemistry, transition elements, and nuclear chemistry.

Prerequisites: CHM 211

Note: Lab fee; Lab section required.

CHM 288 - Departmental Seminar
1 Credit

A reading and discussion course that has topics of interest to both science majors and general audiences. Upper division credit will require greater participation. A chance to explore new ideas with faculty and fellow students without prerequisites.

Note: Cross-listed as BIO 288; Offered Pass/No pass only.

CHM 321 - Environmental Chemistry
3 Credits

A laboratory approach to current problems in environmental chemistry. A study of the chemistry of water resources, pollution and treatment, oil spills, solid waste disposal, hazardous chemicals and pesticides, stratospheric ozone, greenhouse gases, photochemical smog, particulates, acid rain, trace metals, and nuclear waste disposal.

Prerequisites: CHM 212, SCI 112

Note: Lab section required.
**CHM 344 - Organic Chemistry I**
4 Credits

A introduction to the chemistry of carbon compounds. Particular emphasis is given to the nomenclature, structure, properties, reaction mechanisms, and synthesis of hydrocarbons and haloalkanes. Stereoisomerism is also included in this course.

**Prerequisites:** CHM 212

**Note:** Lab fee; Lab section required.

**CHM 345 - Organic Chemistry II**
4 Credits

A study of IR, NMR, and UV spectroscopy. This course also includes a study of the nomenclature, structure, properties, reaction mechanisms, and synthesis of alcohols, aromatic compounds, esters, and carbonyl compounds.

**Prerequisites:** CHM 344

**Note:** Lab fee; Lab section required.

**CHM 414 - Biochemistry I**
4 Credits

Overview of the structure and function of biomolecules with an emphasis on protein structure and protein synthesis. Cellular energy metabolism including a thorough study of enzyme kinetics, glycolysis, the citric acid cycle, oxidative phosphorylation and photosynthesis.

**Prerequisites:** CHM 344, CHM 345, BIO 211, MTH 331; or consent of the instructor

**Note:** Lab fee; Lab section required.

**CHM 415 - Biochemistry II**
4 Credits

Detailed study of the structure and function of lipids and nucleic acids. Biochemistry of nitrogen-containing compounds including nitrogen fixation and the urea cycle. Additional topics may include integration of mammalian metabolism, physiology of metabolic diseases, bioinformatics and genomics.

**Prerequisites:** CHM 414

**Note:** Lab fee; Lab section required.

**CHM 421 - Toxicology and Risk Assessment**
3 Credits

Introduction to the use of toxicology and risk assessment in the management of
hazardous substances. The course will explore the sources, emissions, distributions and fate of various classes of contaminants, the theory and method of toxicology and ecotoxicology, exposure analysis, and selected toxicant modes of action.

**Prerequisites:** CHM 321

**Note:** Co-requisite: ENV 431.

**CHM 441 - Physical Chemistry**

3 Credits

Atomic and molecular properties including such areas as thermodynamics, chemical kinetics, macroscopic chemical systems, and molecular spectroscopy.

**Prerequisites:** CHM 345, MTH 212.

**CHM 488 - Departmental Seminar**

1 Credit

A reading and discussion course that has topics of interest to both science majors and general audiences. Upper division credit will require greater participation. A chance to explore new ideas with faculty and fellow students without prerequisites.

**Note:** Cross-listed as BIO 488; Offered Pass/No pass only.

**CHM 492 - Senior Thesis Preparation**

1 Credit

This course is required for students planning to complete a senior thesis. The product of this course will be a thesis proposal.

**CHM 493 - Chemistry Thesis Part I: Literature Review and Experimental Design**

2 Credits

**CHM 494 - Chemistry Thesis Part II: Research, Thesis Writing, and Defense**

2 Credits

**CHM 496 - Chemistry Senior Project**

3 Credits

Supervised experience in a setting related to the student's concentration of choice. Requires a final written summary of activities by the student.

**Prerequisites:** Senior status as a Chemistry major

**Note:** Practicum fee charged; Offered Pass/No pass only.
Economics Courses

ECN 203 - Fundamentals of Economics
4 Credits

This class is designed to consider the performance of the national economy as a whole (both macroeconomic and microeconomic frameworks) by gaining an understanding of major economic principles centering on topics such as the economic system of the United States, other economic systems, supply and demand, unemployment and inflation, economic growth, and measuring economic health.

Education Courses

EDU 201 - Principles of Education
3 Credits

Prerequisite to all professional courses in teacher education. Principles of Education introduces students to a number of fascinating subjects regarding their chosen profession. Such topics as education philosophy, the school reform movement, and teacher rights and responsibilities are reviewed through a format that emphasizes student interaction and group process. A 30-hour tutoring component is also required with this course.

Prerequisites: State Fingerprinting required; sophomore status

EDU 232 - Educational Psychology
2 Credits

Examines basic learning theories and processes with application to aspects of classroom teaching and learning. Emphasis is given to learning styles and ways to individualize education.

Prerequisites: PSY 201

Note: Cross-listed as PSY 232

EDU 260 - Instructional Strategies
2 Credits

This course is designed to enable students to achieve beginning competencies in unit and daily lesson planning, instructional models, modes of presentation and participation, and pre-assessment and formative evaluation skills essential for professional development in subsequent course and practicum activities. This course is a prerequisite to all methods classes.

Note: Lab fee charged

EDU 330 - Educational Technology - ECE/ELEM
2 Credits

This hands-on, project-based course fosters a demonstrated understanding of a constructivist approach to teaching with appropriate uses of technology for
elementary and middle school teachers. Topics will include how technologies foster learning, understanding issues and concerns important when implementing technology resources in schools and classrooms, current best practices for project-based learning with technology, strategies for authentic assessment, software for teacher productivity, information literacy and awareness of the international ISTE/NETS Educational Technology Standards for Teachers and Students.

**Prerequisites:** EDU 201, EDU 232, EDU 260

**Note:** Lab fee charged

**EDU 333 - Educational Technology - ML/HS**

2 Credits

This hands-on, project-based course fosters a demonstrated understanding of a constructivist approach to teaching with appropriate uses of technology for middle and high school teachers. Topics will include how technologies foster learning, understanding issues and concerns important when implementing technology resources in schools and classrooms, current best practices for project-based learning with technology, strategies for authentic assessment, software for teacher productivity, information literacy and awareness of the international ISTE/NETS Educational Technology Standards for Teachers and Students.

**Prerequisites:** EDU 201, EDU 260

**Note:** Lab fee charged

**EDU 336 - Assessment and Evaluation of Teaching and Learning**

2 Credits

This class prepares pre-service teachers at all levels to assess learning through a variety of instruments. Standardized test interpretation, preparations of teacher-generated tests that accurately assess objectives, authentic assessment, and a philosophy of evaluation and assessment are emphasized. Students will also consider legal and ethical issues in learner assessment and communication of progress.

**Prerequisites:** EDU 201, EDU 232, EDU 260

**EDU 341 - Field Experience - Early Childhood**

1 Credit

This course provides the elementary teacher education student with actual experience in the ECE classroom. A minimum of 45 hours is spent in an assigned elementary or approved pre-school classroom with a mentor teacher. The student observes and participates in all aspects of classroom instruction. The Field Experience student will teach a minimum of three lessons during the term.

**Prerequisites:** State Fingerprinting required. EDU 201, EDU 232, EDU 260. Requires completion of an on-line application for placement: http://www.cu-
portland.edu/coe/placement/

**Note:** Fee charged; Pass/No Pass only

**EDU 342 - Field Experience - Elementary**
**1 Credit**

This course provides the elementary teacher education student with actual experience in the elementary classroom. A minimum of 45 hours is spent in an assigned elementary classroom with a mentor teacher. The student observes and participates in all aspects of classroom instruction. The Field Experience student will teach a minimum of three lessons during the term.

**Prerequisites:** State Fingerprinting required. EDU 201, EDU 232, EDU 260. Requires completion of an on-line application for placement: http://www.cu-portland.edu/coe/placement/

**Note:** Fee charged; Offered Pass/No pass only

**EDU 343 - Field Experience - Middle Level**
**1 Credit**

This course provides the middle level teacher education student with actual experience in the middle level classroom. A minimum of 45 hours is spent in an assigned middle level classroom with a mentor teacher. The student observes and participates in all aspects of classroom instruction. The Field Experience student will teach a minimum of three lessons during the term.

**Prerequisites:** State Fingerprinting required. EDU 201, EDU 232, EDU 260. Requires completion of an on-line application for placement: http://www.cu-portland.edu/coe/placement/

**Note:** Fee charged; Offered Pass/No Pass only

**EDU 344 - Field Experience - High School**
**1 Credit**

This course provides the high school teacher education student with actual experience in the high school classroom. A minimum of 45 hours is spent in an assigned high school classroom with a mentor teacher. The student observes and participates in all aspects of classroom instruction. The Field Experience student will teach a minimum of three lessons during the term.

**Prerequisites:** State Fingerprinting required EDU 201, EDU 232, EDU 260. Requires completion of an on-line application for placement: http://www.cu-portland.edu/coe/placement/

**Note:** Fee charged; Offered Pass/No Pass only
EDU 348 - Classroom Management and Parent Relations
3 Credits

 Prepares students to organize and manage all aspects of a classroom: discipline, scheduling, student assessment, record keeping, grouping, classroom environment, and curriculum. Students will also develop skills needed to foster a positive image of schools and teachers to parents and the general public through parent conferences, parenting workshops, and the like.

 Prerequisites: EDU 201, EDU 232, EDU 260

EDU 354 - Curriculum and Instruction: Early Childhood
3 Credits

This course provides the foundation for students to successfully design and implement a developmentally appropriate curriculum for young children. Sessions focus on developing a child-centered learning environment and integrating curricular areas through thematic units and project work.

 Prerequisites: EDU 260, EDU 355 or EDU 457

EDU 355 - Introduction to Early Childhood Education
2 Credits

This course provides students with knowledge of a variety of early childhood programs and models, their underlying assumptions, organizational patterns, and teaching methods.

 Prerequisites: Sophomore status

EDU 358 - Curriculum and Instruction: Health and PE
3 Credits

This course examines basic elementary school health education programs and current trends in this field. Students gain an appreciation and understanding of the need and value of a well-organized program of physical education for elementary school children.

 Prerequisites: EDU 201, EDU 232, EDU 260, EDU 336

EDU 362 - Curriculum and Instruction: Math - ECE/ELE
2 Credits

Focuses on development of mathematics skills for the elementary school student. Designed to prepare teachers to instruct young learners in basic arithmetical processes. Examines curricular materials and appropriate techniques and procedures for effective pupil learning. Provides field work experience.

 Prerequisites: EDU 201, EDU 232, EDU 260, EDU 336
EDU 368 - Curriculum and Instruction: Science - ECE/ELE  
2 Credits

This course is an introduction to curriculum development, instructional materials, and classroom strategies for effective pupil learning in the natural sciences. Daily lesson planning, preparation of resource units and the development of classroom interest and learning centers in science are emphasized. Field-work experiences are required.

Prerequisites: EDU 201, EDU 232, EDU 260, EDU 336

EDU 375 - Curriculum and Instruction: Language/Arts/Reading - ECE/ELE  
4 Credits

This course will furnish the teacher education student with the knowledge and resources to provide pre-K to 8th grade instruction and assessment in reading, writing, listening and speaking.

Prerequisites: EDU 336

EDU 379 - Curriculum and Instruction: Social Studies - ECE/ELE  
2 Credits

This course will give the students the necessary knowledge to provide K-8th grade instruction that: 1) Promotes the development of a responsible and well-informed citizen, 2) Provides learning experiences that facilitate an ability to be a self-directed and knowledgeable participant in the affairs of everyday life, 3) Imparts to each student an appreciation of the history, arts and culture of the world around him/her...past, present and future. The students will learn the required components for work samples and will create one base on a social studies topic. and 4) Promotes an awareness of life and career opportunities.

Prerequisites: EDU 336

EDU 384 - Classroom Management - ML/HS  
2 Credits

This course prepares students to organize and manage all elements of the middle or high school classroom. Topics include a review of seven major student discipline models, managing teacher stress, and the critical need to establish supportive human relationships within a Christian framework.

Prerequisites: EDU 201, EDU 232, EDU 260, EDU 333, PSY 321, PSY 341

EDU 385 - Curriculum and Instruction: Math and Science - ML/HS  
3 Credits

This course provides an introduction to curriculum, instructional materials, classroom and laboratory strategies for effective student learning in the sciences and math. Emphasis is placed on instructional teaming, the integration of math and
science on the middle and high school levels, daily lesson planning and completion of state required work samples.

**Prerequisites:** EDU 201, EDU 232, EDU 260, EDU 333, EDU 336, PSY 321, PSY 341

**EDU 386 - Curriculum and Instruction: Language/Art/Social Studies - ML/HS**
**3 Credits**

This course provides an introduction to curriculum, instructional materials, classroom, and cooperative strategies for effective student learning in the social studies and language arts. Emphasis is placed on instructional teaming, the integration of social studies and language arts on the middle and high school levels, daily lesson planning and completion of state required work samples.

**Prerequisites:** EDU 201, EDU 232, EDU 260, EDU 333, EDU 336, PSY 321, PSY 341

**EDU 387 - Curriculum and Instruction: Health & PE**
**3 Credits**

This course provides an introduction to curriculum, instructional materials, classroom and cooperative strategies for effective student learning in Health and Physical Education. Emphasis is placed on instructional teaming, the integration of Health and Physical Education on the middle and high school levels, daily lesson planning and completion of state required work samples.

**Prerequisites:** EDU 201, EDU 232, EDU 260, EDU 336, PSY 321, PSY 341

**EDU 390 - Children With Exceptionalities**
**2 Credits**

Introduction to PL94-142 and exceptional children with a focus on techniques for adapting materials, curriculum and teaching strategies, the exceptional child's family and community resources.

**Prerequisites:** PSY 201

**Note:** Cross-listed as PSY 390

**EDU 395 - Teaching the Faith**
**3 Credits**

Examines the role of the professional church worker as a teacher of the Christian faith in several agencies of the Church. Focus is upon methods, materials and curriculum. Includes field-work observation, participation, lesson planning and demonstration teaching. Lab fee covers current membership fees in Lutheran Education Association (LEA).
Prerequisites: EDU 232, EDU 260

Note: Lab fee charged

EDU 397 - Curriculum and Instruction: Writing - ML/HS
3 Credits

For students who will be teaching English/Language Arts in the high school, junior high school, or middle school, this course will familiarize them with the topics they will be required to know and teach as they help secondary students become articulate and thoughtful writers.

Prerequisites: WR 121, Recommended: ENG 302

Note: Cross-listed as WR 397

EDU 398 - Curriculum and Instruction: Adolescent Literature - ML/HS
3 Credits

For students who will be teaching English/Language Arts in the high school, junior high school, or middle school, this course will explore literature of the adolescent, bridges to classics, thematic connections in literature, and integration with other disciplines.

Prerequisites: ENG 121

Note: Cross-listed as ENG 398

EDU 438 - ESOL Methods
3 Credits

This course helps students develop skills needed to teach English to speakers of other languages. These skills include the ability to implement various methods of language teaching, the ability to develop curriculum materials in English to Speakers of other Languages (ESOL), the assessment of student proficiency in second language use, and the ability to involve parents and the community in second language education programs.

EDU 439 - Linguistics
3 Credits

This course provides an in-depth study of the principles of linguistics (phonology, morphology, syntax and semantics) from a historical, cultural, and socio-linguistics perspective.

Prerequisites: ENG 121

Note: Cross-listed as ENG 439.
EDU 440 - Multicultural Counseling and Education
3 Credits

This course introduces the student to the theories and practice of multicultural counseling & intercultural communication by examining the cultural diversity in our classrooms and communities, defining similarities and differences in perceptual and communication style, and investigating cultural adaptation and intercultural communication skills. It examines parent & community involvement as resources that enhance the multicultural counseling and education processes.

Note: Cross-listed as PSY 440

EDU 441 - ESOL Curriculum and Technology
2 Credits

This seminar examines the teaching of English to speakers of other languages (ESOL) from the perspective of curricular design and educational technology. An understanding of issues and resources related to curriculum design and educational technology will assist participants in planning ESL programs and equipping students with appropriate media. This seminar examines the teaching of English to speakers of other languages (ESOL) from the perspective of curricular design and educational technology. An understanding of issues and resources related to curriculum design and educational technology will assist participants in planning ESL programs and equipping students with appropriate media resources, and earning the ESOL/Bilingual Endorsement.

EDU 442 - Issues in Bilingual Society
1 Credit

This seminar examines the teaching of English to speakers of other languages (ESOL) and bilingual education from the perspective of community relations, including the knowledge of local, state and federal laws pertaining to educating students with limited English proficiency. It also investigates a variety of methods that successfully promote school-community cooperation.

EDU 443 - ESOL Assessment Seminar
2 Credits

This seminar will examine the teaching of English to speakers of other languages (ESOL) from an educational assessment and evaluation perspective. An understanding of issues and resources related to this topic will assist participants in planning ESL programs, equipping students, teachers and the community with the appropriate instructional resources, and earning the ESOL/Bilingual Endorsement.

EDU 451 - Practicum: Early Childhood Education
1 Credit

This course is used to obtain a supplemental authorization level. A minimum of 90 hours is spent in an assigned ECE or approved pre-school classroom. Students are required to complete 90 contact hours for 2 credits and 180 hours for 4 credits at the assigned schools. Students create and teach one TSPC required work sample.
**Prerequisites:** State Fingerprinting required EDU 201, EDU 232, EDU 260, EDU 336. Requires completion of an on-line application for placement: http://www.cu-portland.edu/coe/placement/

**Note:** Fee charged; Offered Pass/No Pass only

**EDU 452 - Practicum: Elementary**
1 Credit

This course is used to obtain a supplemental authorization level. A minimum of 90 hours is spent in an assigned elementary classroom. Students are required to complete 90 contact hours for 2 credits and 180 hours for 4 credits at the assigned schools. Students create and teach one TSPC-required work sample.

**Prerequisites:** State Fingerprinting required. EDU 201, EDU 232, EDU 260, EDU 336. Requires completion of an on-line application for placement: http://www.cu-portland.edu/coe/placement/

**Note:** Fee charged; Offered Pass/No Pass only

**EDU 453 - Practicum: Middle Level**
1 Credit

This course is used to obtain a supplemental authorization level. A minimum of 90 hours is spent in an assigned middle level classroom. Students are required to complete 90 contact hours for 2 credits and 180 hrs for 4 credits at the assigned schools. Students create and teach one TSPC-required work sample.

**Prerequisites:** State Fingerprinting required. EDU 201, EDU 232, EDU 260, EDU 336. Requires completion of an on-line application for placement: http://www.cu-portland.edu/coe/placement/

**Note:** Fee charged; Offered Pass/No Pass only

**EDU 454 - Practicum: High School**
1 Credit

This course is used to obtain a supplemental authorization level. A minimum of 90 hours is spent in an assigned high school classroom. Students are required to complete 90 contact hours for 2 credits and 180 hours for 4 credits at the assigned schools. Students create and teach one TSPC-required work sample.

**Prerequisites:** State Fingerprinting required. EDU 201, EDU 232, EDU 260, EDU 335. Requires completion of an on-line application for placement: http://www.cu-portland.edu/coe/placement/

**Note:** Fee charged; Offered Pass/No pass only
EDU 457 - Growth and Development of the Young Child
2 Credits

This course studies human development from conception through age eleven. Over the term, students will increase their understanding of developmental principles and theories as they explore biological and environmental factors that influence physical, cognitive, social, and emotional development.

Note: Cross-listed PSY 457

EDU 461 - Curriculum and Instruction: Children's Literature - ECE/ELE
2 Credits

An introduction to all genres of literature for children in grades K-8 in relation to their needs, interests, and abilities. Emphasizes authors and illustrators, educational uses, and the writing process.

Prerequisites: EDU 201, EDU 232, EDU 260, EDU 336

EDU 467 - Teaching Student-Centered Career and Technical Education
3 Credits

This course introduces new career and technical teachers to the essential skills and competencies necessary to create student-centered learning environments. Candidates will review the current and historical perspectives of career and technical education (CTE), be assigned a mentor, and will learn to design and deliver effective CTE lessons and courses. This class is part of a preparation program that meets Oregon Teachers Standards and Practices requirements for a three year Professional Technical License outlined in OAR 584-042-0006.

EDU 469 - CTE Seminar
1 Credit

This is a hands-on, activity driven learning experience focused on professional development in specific career and technical education topical areas. The topic is announced the preceding semester by the program director, is offered pass/no pass, and is repeated three times for CTE certificate students.

EDU 485 - ESOL Practicum
2 Credits

Used to obtain an English Speakers of Other Languages (ESOL) endorsement. A minimum of 90 hours is spent in an assigned ESOL classroom. The students are assigned to schools and classrooms according to their authorization areas. Students are required to complete 90 contact hours for 2 credits at the assigned schools. Students create and teach one TSPC-required work sample.

Prerequisites: State Fingerprinting required
Note: Fee charged; Offered Pass/No pass only.

EDU 491 - Student Teaching: Early Childhood  
15 Credits

This course is a 15-week, full-time teaching experience at a public elementary school, or an approved private school, in an assigned ECE classroom. Students assume the numerous roles of a teacher as they work up to assuming both a full-time instructional load and additional collateral duties. Student teachers attend professional seminars during this semester and create and teach one TSPC-required work sample.

Prerequisites: State Fingerprinting required. All professional education courses must have been successfully completed.

Note: Requires completion of an on-line application for placement:  
http://www.cu-portland.edu/coe/placement/ Fee charged; Offered Pass/No pass only

EDU 492 - Student Teaching: Elementary  
15 Credits

This course is a 15-week, full-time teaching experience at a public elementary school, or an approved private school, in an assigned elementary classroom. Students assume the numerous roles of a teacher as they work up to assuming both a full-time instructional load and additional collateral duties. Student teachers attend professional seminars during this semester and create and teach one TSPC-required work sample.

Prerequisites: State Fingerprinting required; All professional education courses must have been successfully completed.

Note: Requires completion of an on-line application for placement:  
http://www.cu-portland.edu/coe/placement Fee charged; Offered Pass/No pass only

EDU 493 - Student Teaching: Middle Level  
15 Credits

This course is a 15-week, full-time teaching experience at a public middle school, or an approved private school, in an assigned middle level classroom. Students assume the numerous roles of a teacher as they work up to assuming both a full-time instructional load and additional collateral duties. Student teachers attend professional seminars during this semester and create and teach one TSPC-required work sample.

Prerequisites: State Fingerprinting required. All professional education and endorsement area courses must have been successfully completed.

Note: Requires completion of an on-line application for placement:
EDU 494 - Student Teaching: High School
15 Credits

This course is a 15-week, full-time teaching experience at a public high school, or an approved private school, in an assigned high school classroom. Students assume the numerous roles of a teacher as they work up to assuming both a full-time instructional load and additional collateral duties. Student teachers attend professional seminars during this semester and create and teach one TSPC-required work sample.

Prerequisites: State Fingerprinting required All professional education and endorsement area courses must have been successfully completed.

Note: Requires completion of an on-line application for placement:
http://www.cu-portland.edu/coe/placement/ Fee charged; Offered Pass/No pass only

EDU 499 - Independent Study
3 Credits

English Courses

ENG 201 - Newspaper
1 Credit

This course enables students to develop and demonstrate skills in news gathering, feature writing, writing for publication, editing copy, and desktop publishing. The product of the students in the course is the student newspaper, widely distributed on campus.

Note: May be repeated for credit.

ENG 202 - Introduction to Speech
2 Credits

Basic principles of speech are studied with the goal of perfecting communication in both formal and informal settings. Primary features of the course include the study and critique of various communication models, audience analysis and individual tutelage in verbal and non-verbal communication skills.

ENG 206 - Introduction to Theatre
2 Credits

Explores the world of the theatre as it stretches from the creation of the script to the opening night performance. Introduces students to the major genres of drama and styles of production. A representative selection of plays is read and discussed.
Students will also view several live performances. May be used to fulfill part of the General Education Fine Arts requirement.

Note: Cross-listed as TA 206.

ENG 208 - Acting I
2 Credits

Investigates the actor's art and discipline. The development of internal and external skill is stressed. Includes the performance of scenes.

ENG 217 - Literary Journal I
1 Credit

A practicum in the composition, development, editing, and publication of The Promethean, Concordia University's semi-annual journal. Emphasis on refining and perfecting editorial skills and critical judgment in the literary and visual arts.

Prerequisites: ENG 121

Note: May be repeated for credit; Offered Pass/No Pass only.

ENG 218 - Literary Journal II
1 Credit

Continuation of the practicum in the composition, development, editing, and publication of The Promethean, Concordia University's semi-annual journal. Emphasis on refining and perfecting editorial skills and critical judgment in the literary and visual arts.

Prerequisites: ENG 121

Note: May be repeated for credit; Offered Pass/No Pass only.

ENG 221 - Films of James Bond
3 Credits

A study of over forty years of the Bond films' appropriation and manipulation of the iconography of late twentieth-century Anglo/American culture with special attention devoted to the Bond films' visual and rhetorical consolidation, reinforcement and parodic exposure of an autocratic Western patriarchy's insecurities, social dysfunctionalism, sexism, militarism, ageism and xenophobia. The course is offered each summer.

Prerequisites: ENG 121

Note: Offered during the summer.
ENG 222 - British Literature I  
3 Credits

Readings include representative British prose, poetry and drama from the 8th-century Anglo-Latins through the 17th-century Cavalier poets. Special emphases in the course include pre-Norman literature (especially the epic, Beowulf), Arthurian literature, medieval lyric poetry, Chaucer and Elizabethan/Jacobean drama. Some examination of Middle English texts and language will be included.

Prerequisites: ENG 121.

ENG 223 - British Literature II  
3 Credits

Readings include representative British prose, poetry and drama from the early 17th-century to the early 21st century. Special emphases in the course include Milton’s Paradise Lost, the early English novel (especially Fielding), Romantic poetry, the Victorian novel (especially Dickens), the Aesthetic movement, the War Poets and absurdist theatre.

Prerequisites: ENG 121.

ENG 231 - American Literature I  
3 Credits

A critical and multi-cultural study of major writers and themes in 17th - 19th century American literature. Discusses the role of literature in the creation of our culturally diverse national identity.

Prerequisites: ENG 121.

ENG 232 - American Literature II  
3 Credits

A critical study of major writers of 20th century American literature (e.g., James, Hemingway, Faulkner, Bellow, Morrison). Special attention will be paid to the relationship between cultural/political ideas and literature, including the impact of the world wars, Existentialism, and the role of women and minorities.

Prerequisites: ENG 121.

ENG 288 - English Seminars  
1 Credit

Seminars in subjects relating to the field of literary study.

Note: For a listing of the courses see HUM 288 - Humanities Seminars.
**ENG 310 - World Drama**  
*3 Credits*

A study of theatrical literature with emphasis on the theatre as an arena for the rehearsal of cultural arguments. Plays studied will include works representative of the comic, tragic, neoclassical, romantic, Marxist, realist and absurdist traditions by such playwrights as Aristophanes, Euripides, Shakespeare, Racine, Moliere, Ibsen, Shaw, Delaney, Bjorneboe, Brecht and Beckett.

**Prerequisites:** ENG 121.

**ENG 312 - Introduction to Poetry**  
*3 Credits*

An introduction to the principles and practice of poetic interpretation and composition. Students will develop critical interpretation and evaluation skills through careful reading and discussion of classical and contemporary examples. The course will be augmented by class visits from local authors and opportunities to attend poetry readings.

**Prerequisites:** ENG 121.

**ENG 315 - The World Novel**  
*3 Credits*

A survey of the novel including writers within the world's many literary communities with an emphasis on the novel as a medium for the transmission of personal, communitarian, political, religious, and philosophical values. Study will focus on the place and function of the novel in the literary traditions of and by writers from Germany, Russia, Brazil, Cuba, Nigeria, China, Japan, Israel, and Sri Lanka.

**Prerequisites:** ENG 121.

**ENG 317 - Children's Dramatic Literature**  
*2 Credits*

Students are introduced to children's drama as a powerful means of storytelling, an exciting form of performance, and a useful tool for arts education. A select number of scripts will be read and discussed. The course will culminate in a study of the process involved in adapting children's literature to the stage.

**Note:** Cross-listed as EDU 317, TA 317.

**ENG 321 - Shakespeare**  
*3 Credits*

Selected reading in the Shakespearean comedies, tragedies, histories, romances and sonnets. Traditional and contemporary analytical methodologies and interpretive
approaches to the canon will be utilized. Special attention will be directed to assessing the significance of the Shakespeare plays and poems meaning in light of doubts that have been raised suggesting the origin of the works of Shakespeare by a writer or writers other than the author to whom they conventionally have been attributed.

**Prerequisites:** ENG 121.

**ENG 337 - The Sixties in its own Write**

3 Credits

An exploration of literature and history of the Sixties in America, particularly as they relate to the Civil Rights movement, the Vietnam War, the Counterculture, and the Women's movement.

**Prerequisites:** ENG 121

**Note:** Cross-listed as HST 337.

**ENG 342 - Women's History and Literature**

3 Credits

A broadly interdisciplinary course (drawing from psychology, sociology, and history) that will investigate how women's roles in society have emerged. In addition to the study of classic literary texts, students will investigate historical movements for women's rights and depictions of women in contemporary media culture.

**Prerequisites:** ENG 121

**Note:** Cross-listed as HST 342.

**ENG 348 - Film and Literature**

3 Credits

An exploration of the grammar of film, the relationship between film and literature, and the cultural concerns exposed in film.

**Prerequisites:** ENG 121.

**ENG 351 - Advanced Speech**

3 Credits

The study of classical and contemporary rhetorical theory will provide a foundation for a critical assessment of the character and needs of modern oratory. Forums studied will include the courtroom, the classroom, the legislative assembly, the theatre, the church and radio and television broadcasting. Exercises will include propaganda writing and sessions of formal debate. Some attention will also be devoted to study of the character and development of modern street lyric and slang as vital components of social discourse.

**Prerequisites:** ENG 121, ENG 202.
ENG 363 - The European Novel  
3 Credits

A study of representative European fiction from the 18th to the 21st centuries. Readings will include works by such novelists as Voltaire, Victor Hugo, Gogol, Hesse, Silone, Camus, Sartre, and David Lodge. Special attention will be dedicated to identifying the relationship of these writers to their cultures and analyzing critical responses to their texts.

Prerequisites: ENG 121.

ENG 398 - Curriculum and Instruction: Adolescent Literature  
3 Credits

For students who will be teaching English/Language Arts in the high school, junior high school, or middle school, this course will explore literature of the adolescent, bridges to classics, thematic connections in literature, and integration with other disciplines.

Prerequisites: ENG 121

Note: Cross-listed as EDU 398

ENG 439 - Linguistics  
3 Credits

Study of general principles of linguistics (phonology, morphology, syntax and semantics). Seen from a historical and socio-linguistics perspective.

Prerequisites: ENG 121

Note: Cross-listed as EDU 439.

ENG 462 - The Hero  
3 Credits

A study of selected heroes (both ancient, modern and contemporary) in order to understand the role of the hero in specific times and place, including especially our own time. Focus provided by Joseph Campbell's idea of the hero's journey. Representative heroes include Odysseus, Aeneas, Dante, King Arthur, Faust, and the hero of Robert Pirsig's Zen and the Art of Motorcycle Maintenance.

Prerequisites: ENG 121.

ENG 464 - The Gothic Novel  
3 Credits

An extensive study of the Dark Romantic tradition in British literature with special emphasis devoted to the 19th-century Gothic novel. Readings in the Literature of Terror will include The Monk by M.G. Lewis, Frankenstein by Mary Shelley, Dr.
Jekyll and Mr. Hyde by Robert Louis Stevenson, Uncle Silas by Joseph Sheridan Le Fanu, She by H. Rider Haggard, Dracula by Bram Stoker and The Sorrows of Satan by Marie Corelli. Supplementary readings will include Lord Byron’s closet drama, Manfred, excerpts from Milton’s epic poem, Paradise Lost and representative works by the Satanic school of Romantic poets. Particular attention will be paid to examining culturally volatile conditions that contributed to the generation of Dark Romantic sensibilities in 19th-century British fiction.

**Prerequisites:** ENG 121.

**ENG 481 - Religion and Literature I: Tragedy**

2 Credits

A comparative study of selected tragic and Biblical texts, such as Oedipus, Job, King Lear, I Peter, J.B., and Wiesel's Night, focusing on the perennial question, "What is man?"

**Prerequisites:** REL 141, REL 211 or REL 221

**Note:** Cross-listed as REL 481.

**ENG 482 - Religion and Literature II: Fantasy**

2 Credits

A comparative study of selected texts, such as C.S. Lewis' Narnia, Tolkien's Lord of the Rings, and works by Ursula le Guin and Flannery O'Connor, with selected biblical texts, focusing on the recovery of transcendence, values, and the human for today.

**Prerequisites:** REL 141, RELL 211 or REL 221

**Note:** Cross-listed as REL 482.

**ENG 483 - Religion and Literature III: Comedy**

2 Credits

A comparative study of selected texts by authors such as Aristophanes, Shakespeare, Moliere, Jane Austen, George Bernard Shaw, Christopher Fry, and Flannery O'Connor, with selected biblical texts, with a view toward norms, ultimate values, and their religious foundation and significance for today.

**Prerequisites:** REL 141, REL 211 or REL 221

**Note:** Cross-listed as REL 483.

**ENG 488 - Advanced English Seminar**

1 Credit

Seminars in subjects relating to the field of literary study. For a listing of courses...
see HUM 488 - Humanities Seminars.

**ENG 492 - Senior Thesis Preparation**  
1 Credit

This course is required for students planning to complete a senior thesis. The outcome of this course should be a thesis or internship proposal.

**ENG 493 - English Thesis Part I: Literature Review and Experimental Design**  
2 Credits

**ENG 494 - English Thesis Part II: Research, Thesis Writing, and Defense**  
2 Credits

**ENG 496 - English Practicum**  
3 Credits

**Environmental Management Courses**

**ENV 201 - Radiation Safety**  
3 Credits

The goal of this course is to provide basic technical and practical knowledge to prepare individuals to work in and around nuclear materials. Specific areas of instruction will include basic principles of radiation, radiation shielding, instrumentation to measure radiation (theory and practice), issues associated with possible radiation exposure and monitoring for exposure, radiopharmaceuticals, State and Federal Regulations, handling of radioactive waste and basic emergency procedures. Completion of this course enables graduates to qualify as Radiation Safety Officers in accordance with 10 CFR 33.15(b)(2) and Oregon Administrative Rules.

**ENV 311 - Environmental and Natural Resources Law and Ethics**  
3 Credits

An introduction to the history of state and federal laws which apply to environmental/natural resources protection in the United States and discussion of ethical standards for environmental/natural resources professionals. Two or three specific Environmental/Natural Resources Acts will be reviewed. Overlying this legal component of the course is a review of the ethical dilemmas associated with the environment/natural resources.

**ENV 401 - Environmental and Natural Resources Finance and Economics**  
3 Credits

Factors affecting businesses and their ability to comply with environmental/natural resources regulations. Alternatives-based problem solving is used as a tool to arrive
at practical solutions to real problems businesses face in this arena. Cost-benefit analysis and natural resource valuation are stressed.

**ENV 422 - Risk Assessment**  
*3 Credits*

This course is designed as a "hands-on" introduction to risk analysis or the systematic evaluation of decision problems involving uncertainty. It is intended to enhance the student's ability to solve complex management problems and to make decisions under conditions of uncertainty, competing objectives, and complicated constraints through the use of formal modeling and quantitative analysis techniques. A key element of this course is the use of microcomputers and commercially available software as tools for performing quantitative risk analysis.

**Prerequisites:** Statistics

**Note:** Cross-listed as BA 455

**ENV 431 - Environmental Modeling**  
*2 Credits*

Review of the use of modeling in understanding the environment. Emphasis is provided for benchmarking exercises that will illustrate contaminant transport theory in air, water, and land. Data requirements, media effects, application of appropriate remediation schemes, and application of land/water restoration possibilities will also be addressed.

**Prerequisites:** Permission of EMP Director

**ENV 451 - Field Sampling, Analysis and Instrumentation**  
*3 Credits*

A hands-on experience in the proper construction and implementation of field sampling programs using instrumentation currently standard in the field. The laboratory component of this course will emphasize specific off-campus sites and may involve several Saturday sessions.

**Prerequisites:** Permission of EMP Director

**ENV 461 - Negotiations**  
*1 Credit*

More and more corporations, individuals, and non-profit organizations are becoming involved in situations in which they find themselves having to negotiate with outside parties (e.g., consumer organizations, environmental regulatory agencies, environmental actions groups, etc.). This course introduces the student to the fundamentals of negotiating and how to be an effective negotiator.
ENV 462 - Conflict Management
1 Credit

As our society becomes more cognizant of potential pollutants and their effect on humans and the environment, the cry by all points of view for active participation in the decision-making process often quickly polarizes the individuals, corporations, or non-profit organizations involved. This can cause both internal and external conflict. Managing this conflict is critically important. This course looks at various methods/theories for managing conflict in the environmental context in an effort to provide a framework for ultimate resolution.

ENV 463 - Alternative Dispute Resolution
1 Credit

Litigation has proven to be a highly costly and ineffective manner for resolving conflicts. Accordingly, a number of alternative procedures to resolve disputes short of litigation have developed. This course reviews some of the procedures (e.g., mini-trial, mediation, arbitration, etc.) and explains their appropriateness and limitations.

ENV 481 - Environmental Remediation Technology
3 Credits

Traditional and recent developments in remediation and restoration of polluted environments. Case histories of effective approaches will be explored. For biology majors and others with a scientific background.

ENV 490 - Environmental Practicum
1 Credit

An opportunity to apply environmental/natural resources concepts and techniques through work with an organization or company active in the environmental/natural resources management field.

Prerequisites: Environmental Management program director approval

Note: Offered Pass/No Pass only

ENV 491 - Environmental/Natural Resource Projects
1 Credit

This course requires the student to construct a research project that will analyze a sustainability/natural resource/ environment related situation or situations. It may be taken for 1-6 hours of credit and will typically involve delineation of the issue(s) to be studied, a detailed factual presentation, significant analysis of the facts in light of pertinent law and policy, and conclusions/recommendation(s).

Note: Offered Pass/No Pass only
Geography Courses

GEO 110 - Introduction to Cultural Geography
2 Credits

An introduction to cultural geography. Language, religion, government, tribal, traditional and industrial societies and population trends and problems are among the topics covered.

Note: A 3 credit version is available for Bac Pac students only.

German Courses

GER 101 - Elementary German I
3 Credits

A study of the fundamental skills of listening comprehension, speech, reading, and writing of the German language, and an acquaintance with the customs and culture of German-speaking countries.

GER 102 - Elementary German II
3 Credits

Extension of the development of skills begun in GER 101 with more emphasis on reading and grammar. Beginning of written composition.

Prerequisites: GER 101

GER 201 - Advanced German
3 Credits

A study of the intermediate skills of listening comprehension, speaking, reading, and writing of the German language; and an acquaintance with the literature of contemporary Germany; oral and written composition.

Prerequisites: GER 102

Geology Courses

GLG 101 - Introduction to Geology
3 Credits

An introduction to geology through the study of the basic forces of geological change, the structures of geological phenomena, and study of specimens of rocks and minerals.

Note: Lab fee; Lab section required.
GLG 471 - Hydrogeology
3 Credits

Study of the physical and chemical properties of water and its interaction with the mineral component of the earth's surface. Includes discussions of aquifers, sedimentation, and geomorphic forces of water.

Prerequisites: GLG 101

Note: Lab section required.

Greek Courses

GRK 201 - Elementary Greek I
5 Credits

A study of the basic forms, vocabulary, and syntax of classical Greek, with practice in the techniques of translation.

GRK 202 - Elementary Greek II
4 Credits

Continuation of the study of the basic forms, vocabulary, and syntax of classical Greek. Selected readings from Greek authors and memorization of the principle parts of common irregular verbs.

Prerequisites: GRK 201.

GRK 401 - Advanced Greek Reading: The Gospels
3 Credits


Prerequisites: GRK 202

Note: May be repeated for credit.

GRK 402 - Advanced Greek Reading: The Epistles
3 Credits

Prerequisites: GRK 202

Note: May be repeated for credit.

Health Care Administration Courses

HCA 201 - The Nation's Health
3 Credits

Presents an overview of the organization, financing and delivery of health care services, including current issues and developments affecting the organization and delivery of health services.

HCA 299 - Prior Learning Assessment
2 Credits

This course enables students to define, state, evaluate, and present a portfolio of college level learning they have acquired through experiences outside of the traditional college classroom with the goal of receiving college credit for that learning.

Prerequisites: Bachelor of Science degree students only

Note: Offered Pass/No-Pass only; Cross-listed as BA 299

HCA 321 - Health Care Administration and Management
4 Credits

A course designed to present the management functions in the many models and facilities within the health care system. Emphasis is given to innovative management applications appropriate to health care professionals. Included are the practice and functions of management planning, directing of staff, leadership styles, appraisal, negotiation, and organizational change.

HCA 331 - Managed Care Systems
4 Credits

This course examines the fundamentals of managed care systems, including risk arrangements, compensation, incentives, quality assurance, premium setting, financing, and public programs.

HCA 341 - Strategic Planning and Marketing
3 Credits

This course helps students develop the skills of applied organizational research and planning, including needs assessment, financial planning, long range planning and design with emphasis on applications appropriate to the health care setting.

Prerequisites: HCA 201 or Instructor approval
HCA 351 - Quality Assessment and Improvement
3 Credits

This course examines the strategies for assessing and assuring quality of care in the U.S. health care system, including an emphasis on methods of examining the structure, processes, and outcomes of health care.

HCA 360 - Organizational Finance
2 Credits

This is an in-depth look at methods for funding business operations. It examines the types of financial statements used by organizations and the importance of each to the process of fiscal management within that organization.

HCA 365 - Values Society and the Future
3 Credits

This course analyzes the values and morals of society as they pertain to the moral and ethical foundations of civilization. Studies the role of these factors upon the decision makers in society/organizations and how these influences bear on the future of all humankind.

HCA 366 - Marketing Management
4 Credits

This course studies the process of marketing from a customer-driven perspective. Product/service development, distribution and channeling, pricing, and effective promotional techniques are examined, as well as techniques for practical management of the entire process.

HCA 370 - Managing Human Resources
3 Credits

This course demonstrates the direct relationship between the effective use of human resources and organizational success. It studies resource development from the standpoint of recruiting, selection, training, motivation, and other significant areas of management responsibility.

HCA 411 - Health Care Ethics and Law
3 Credits

This course addresses the legal and ethical aspects of health care delivery. It emphasizes the legal and ethical background for responsible decision making.

Prerequisites: HCA 201 or waiver
HCA 412 - Law and Ethics in Geriatrics  
1 Credit

This course explores the legal and ethical aspects of the delivery of health and social services to the elderly. It will emphasize the legal, ethical, and moral background for decision making in such areas as paternalism, competency, equal distribution of resources, and end-of-life issues.

Prerequisites: HCA 201 or waiver

HCA 421 - Health Care Financial Management in Health Services  
4 Credits

Budgeting, records control, planning, and accounting; designed to give health care professionals a working knowledge of the interpretation of financial data, the recording and maintenance of financial records and the financial theory essential to the solutions of health management problems. Includes topics in reimbursement and cost control.

HCA 431 - Health Care Policy and Regulation  
1 Credit

This course provides students the opportunity to learn how health care policy is developed and administered at the state and federal level, and allows for practical experience in developing health care policy statements.

Prerequisites: HCA 201 or waiver

HCA 450 - Parish Nursing  
1 Credit

This course examines components necessary for developing an effective parish nursing practice. It is designed to provide experienced RNs with an overview of practice issues and approaches to individuals and groups within a faith community. Strategies for management and promotion of wellness emphasize the interrelationship of spiritual, emotional, and physical health.

HCA 451 - Seminar  
1 Credit

Current advanced health care topics in a workshop format. Topics will be announced by program director.

Note: Lab fee charged; Offered Pass/No-Pass only; May be repeated for credit in accordance with the Seminar Policy in the catalog
HCA 481 - Issues With the Elderly
3 Credits

This course provides a basic understanding of biopsychosocial issues prevalent when working with older adults, as well as related policy concerns. The promotion of healthy aging in the community and in institutional settings is explored.

Prerequisites: HCA 201 or waiver

HCA 482 - Systems Long-Term Care
1 Credit

This course explores the multi-disciplinary nature of long-term care and its blend of health and human services. This continuum of care will be discussed from management and systems perspectives in order to provide guidelines for administration.

Prerequisites: HCA 201 or waiver

HCA 491 - Research Project/Internship
1 Credit

To be arranged by the 9th week of the semester preceding the one in which the internship will be done. Site selection must be done prior to registration. This internship is jointly supervised by a Concordia internship advisor and an on-site internship provider. This course should provide experience which is qualitatively and quantitatively different from the work the student does in a paid position on a regular basis.

Prerequisites: Should be taken in the final two semesters of enrollment prior to graduation

Note: Internship fee charged each semester; May be repeated for a total of 9 credits

Hebrew Courses

HEB 301 - Elementary Biblical Hebrew I
4 Credits

Study of the basic forms, vocabulary, and syntax of Biblical Hebrew, with practice in the techniques of translation. Students will also learn Sephardic pronunciation and script writing techniques. Discussion of important terms and concepts from the Biblical readings.

HEB 302 - Elementary Biblical Hebrew II
4 Credits

Advanced translation course based on unaltered passages of Biblical Hebrew
representing various genres found in the Hebrew Bible/Old Testament. Study of advanced Hebrew syntax, memorization of basic vocabulary, and use of reference materials: BHS apparatus, lexicons, grammars, etc. Discussion of important terms and concepts from the Biblical readings.

**Prerequisites:** HEB 301

**Health and Physical Education**

**HPE 102 - Soccer**

*0.5 Credits*

In this course students will learn and practice the basic skills and rules of soccer. In addition, students will be introduced to specific offensive and defensive strategies.

**Note:** Group Activity; May be repeated once for credit.

**HPE 103 - Volleyball**

*0.5 Credits*

In this course students will learn and practice the basic skills and rules of volleyball. The course will also introduce specific offensive and defensive strategies used in the game of volleyball.

**Note:** Group Activity; May be repeated once for credit.

**HPE 104 - Ultimate Frisbee**

*0.5 Credits*

In this course students will learn the basic skills, rules, and strategies necessary to successfully participate in the game of ultimate Frisbee.

**Note:** Group Activity; May be repeated once for credit.

**HPE 105 - Basketball**

*0.5 Credits*

In this course students will learn and practice the basic skills and rules of basketball. The course will also introduce specific offensive and defensive strategies in the game of basketball.

**Note:** Group Activity; May be repeated once for credit.

**HPE 107 - Badminton**

*0.5 Credits*

In this course students will learn the basic skills and rules of badminton. The course will also introduce specific offensive and defensive strategies for the singles and doubles game.
**Note:** Lab fee; Lifetime Leisure Activity; May be repeated once for credit.

**HPE 108 - Beginning Tennis**  
*0.5 Credits*

In this course students will learn the basic skills of ground strokes, volleying, serving, lob, and overhead smash will be developed. Rules and strategies of both singles and doubles play will also be covered.

**Note:** Lab fee; Lifetime Leisure Activity; May be repeated once for credit.

**HPE 109 - Beginning Racquetball**  
*0.5 Credits*

In this course students will learn the basic skills of racquetball. Strategies for singles and doubles will also be taught and practiced.

**Note:** Lab fee; Lifetime Leisure Activity; May be repeated once for credit.

**HPE 113 - Pickleball**  
*0.5 Credits*

In this course students will learn the basic skills, rules, and strategies of Pickleball. Strategies for singles and doubles will also be taught and practiced.

**Note:** Lab fee; Lifetime Leisure Activity; May be repeated once for credit.

**HPE 114 - Team Handball**  
*0.5 Credits*

In this course students will learn the basic skills, rules, and strategies of Team Handball.

**Note:** Group Activity; May be repeated once for credit.

**HPE 115 - Beginning Swimming**  
*0.5 Credits*

In this course students will develop confidence in the water. Survival, floating safety skills and work on the basic swimming strokes will be covered. Emphasis will be placed on developing cardiovascular fitness.

**Note:** Lab fee; Lifetime Leisure Activity; May be repeated once for credit.

**HPE 116 - Beginning Golf**  
*0.5 Credits*

In this course students will learn the fundamentals of the golf stance and swing, the etiquette and rules of the game, club selection and terminology. Driving range and green fees required.
**Note:** Lab fee; Lifetime Leisure Activity; May be repeated once for credit.

**HPE 117 - Beginning Bowling**  
*0.5 Credits*

In this course, students will be taught various bowling approaches, proper release, and how to keep score. Rules, history, and lane etiquette will also be discussed.

**Note:** Lab fee; Lifetime Leisure Activity; May be repeated once for credit.

**HPE 119 - Beginning Ice Skating**  
*0.5 Credits*

In this course, students will be taught the basic skills of ice skating, including forward/backward glides, forward/backward swizzles, snowplow and T-stops, and other advanced skills.

**Note:** Lab fee; Lifetime Leisure Activity; May be repeated once for credit.

**HPE 120 - Walking**  
*1 Credit*

In this course students will learn to develop a lifetime, personal fitness program that is convenient, safe, and practical. Each student will learn techniques that improve walking efficiency and safety.

**Note:** Lifetime Leisure Activity; May be repeated once for credit.

**HPE 121 - Circuit Training**  
*1 Credit*

In this course students will learn proper use of cardio and resistance equipment along with the theory of various types of weight-training programs. The student will learn to develop a personalized cardiovascular and resistance training program.

**Note:** Lab fee; Lifetime Leisure Activity; May be repeated once for credit.

**HPE 123 - Weight Lifting**  
*1 Credit*

In this course students will learn proper use of free weights along with the theory of various types of weight-training programs. The student will gain physical strength and muscular endurance in a progressive strength training program.

**Note:** Lab fee; Lifetime Leisure Activity; May be repeated once for credit.
HPE 125 - Aerobic Conditioning
1 Credit

In this course students will learn basic principles of cardiovascular fitness. The student will participate in aerobic-dance exercise routines and a variety of other cardiovascular exercise options. The student will also learn techniques for monitoring exercising and resting heart rates.

Note: Lab fee; Lifetime Leisure Activity; May be repeated for once for credit.

HPE 127 - Beginning Karate
0.5 Credits

This course is an introduction to traditional Japanese karate. Students will learn the fundamental principles of karate, basic self-defense, self-control, general physical fitness, body coordination, focused concentration and karate etiquette.

Note: Lifetime Leisure Activity; May be repeated once for credit.

HPE 151 - Collegiate Basketball
1 Credit

This course is designated for students participating on the Varsity or Junior Varsity basketball team. Credit is earned through participation, which includes mandatory attendance at all team meetings, practices, and games. Students will learn advanced basketball skills and strategies as well as the concept of teamwork and NAIA core values.

Note: Group Activity; May be repeated for credit.

HPE 152 - Collegiate Baseball
1 Credit

This course is designated for students participating on the Varsity Baseball team. Credit is earned through participation, which includes mandatory attendance at all team meetings, practices and games. Students will learn advanced baseball skills and strategies as well as the concept of teamwork and the NAIA core values.

Note: Group Activity; May be repeated for credit.

HPE 153 - Collegiate Volleyball
1 Credit

This course is designated for students participating on the Varsity Volleyball team. Credit is earned through participation, which includes mandatory attendance at all team meetings, practices and games. Students will learn advanced volleyball skills and strategies as well as the concept of teamwork and NAIA core values.

Note: Group Activity; May be repeated for credit.
**HPE 154 - Collegiate Soccer**
1 Credit

This course is designated for students participating on the Varsity Soccer team. Credit is earned through participation which includes mandatory attendance at all team meetings, practices and games. Students will learn advanced soccer skills and strategies as well as the concept of teamwork and NAIA core values.

**Note:** Group Activity; May be repeated for credit.

**HPE 155 - Collegiate Fastpitch**
1 Credit

This course is designated for students participating on the Varsity Softball team. Credit is earned through participation, which includes mandatory attendance at all team meetings, practices and games. Students will learn advanced softball skills and strategies as well as the concept of teamwork and NAIA core values.

**Note:** Group Activity; May be repeated for credit.

**HPE 156 - Collegiate Golf**
1 Credit

This course is designated for students participating on the Varsity Golf team. Credit is earned through participation, which includes mandatory attendance at all team meetings, practices and games. Students will learn advanced golf skills and strategies as well as the concept of teamwork and NAIA core values.

**Note:** Choose as Lifetime Leisure or Group Activity; May be repeated for credit.

**HPE 157 - Collegiate Cross Country**
1 Credit

This course is designated for students participating on the Varsity Cross Country team. Credit is earned through participation, which includes mandatory attendance at all team meetings, practices and games. Students will learn advanced running skills and strategies as well as the concept of teamwork and NAIA core values.

**Note:** Choose as Lifetime Leisure or Group Activity; May be repeated for credit.

**HPE 158 - Collegiate Track and Field**
1 Credit

This course is designated for students participating on the Varsity Track & Field team. Credit is earned through participation, which includes mandatory attendance at all team meetings, practices and games. Students will learn advanced track and field skills and strategies as well as the concept of teamwork and NAIA core values.

**Note:** Choose as Lifetime Leisure or Group Activity; May be repeated for credit.
HPE 196 - Introduction to Athletic Treatment
1 Credit

The primary goal of this field experience is to provide students an opportunity to observe the day-to-day operations of the athletic treatment center. Based on systematic observations of one athlete's injury, treatment, rehabilitation and general observations of the treatment facility, students will be able to evaluate the benefits and limitations of athletic training as a course of study.

**Prerequisites:** Instructor approval

**Note:** Offered Pass/No pass only.

HPE 215 - Advanced Swimming
0.5 Credits

In this course students will refine and strengthen their freestyle, back stroke, breast stroke, elementary back stroke and butterfly stroke. Emphasis will be placed on improving cardiovascular fitness.

**Prerequisites:** HPE 115 or Instructor approval

**Note:** Lab fee; Lifetime Leisure Activity; May be repeated once for credit.

HPE 216 - Advanced Golf
0.5 Credits

This course will focus on advanced golf skills and techniques. The use of video analysis and charting strokes will be implemented to help the student improve their skills and enjoyment of the game.

**Prerequisites:** HPE 116 or Instructor approval

**Note:** Lab fee; Lifetime Leisure Activity; May be repeated once for credit.

HPE 218 - Advanced Tennis
0.5 Credits

This course will focus on advanced individual skills as well as advanced strategies involved in singles and doubles competition.

**Prerequisites:** HPE 108 or Instructor approval

**Note:** Lifetime Leisure Activity; May be repeated once for credit.

HPE 227 - Advanced Karate
0.5 Credits

This course offers students already experienced in Martial Arts the opportunity to strengthen and enhance basic skills, learn advanced skills, and develop self-defense techniques.
strategies.

**Prerequisites:** HPE 127 or Instructor approval

**Note:** Lifetime Leisure Activity.

**HPE 250 - Introduction to Health, Physical Education, and Sport**

2 Credits

A survey of the profession of health and physical education. The student will study the principles, philosophies and history that form the values of the profession. The student will also examine the sciences, trends and career potentials related to physical education.

**HPE 260 - Health and Fitness for Life**

2 Credits

The goal of this course is for each student to develop a positive, physically active and healthful lifestyle. Throughout the course, the student will participate in cardiovascular development, flexibility, strength, body composition, stress testing and other developmental programs.

**Note:** Lab fee.

**HPE 296 - Beginning Athletic Treatment**

1 Credit

The major focus of this class is to increase the depth of knowledge and skill base in athletic taping techniques, modality usage, injury rehabilitation, and record keeping procedures. Students will observe game coverage and demonstrate effective time management skills. Furthermore, students will demonstrate a working knowledge of surface anatomy, basic first aid, and be able to complete an injury evaluation form.

**Prerequisites:** HPE 196 or Instructor approval

**Note:** Offered Pass/No pass only.

**HPE 320 - Stress Management**

3 Credits

This course is designed to help the student understand the physiological, psychological, and sociological impact of the stress of daily life on the human body. The student will also examine and apply various stress management strategies and coping behaviors.

**HPE 327 - Games and Rhythms**

1 Credit

The student will participate in and lead a variety of rhythmic activities and gym games. Emphasis will be placed on instructional strategies and techniques.
attention will be directed to the historical and ethnic background as well as the physiological, psychological and sociological implications of each activity.

**Prerequisites:** EDU 201, EDU 260

**HPE 329 - Rhythmic Activities**
1 Credit

Students will participate in and lead a variety of rhythmic activities appropriate for middle and high school level instruction. Emphasis will be placed on instructional strategies and motivational techniques.

**HPE 330 - First Aid and CPR**
0.5 Credits

The student will study and demonstrate proficiency in the skills of CPR and First Aid. Successful completion of the course will certify the student in American Red Cross Adult, Child, and Infant CPR as well as Standard First Aid.

**Note:** Lab fee; Offered Pass/No pass only; May be repeated once for credit.

**HPE 340 - Prevention and Care of Athletic Injuries**
3 Credits

This introductory course is intended to provide the student with knowledge and experience in the prevention, care, and rehabilitation of athletic injuries. Through lectures, discussions, projects and practical training room experience students will gain knowledge and confidence in dealing with athletic-related injuries.

**Prerequisites:** BIO 264

**Note:** Lab fee.

**HPE 352 - Sport Skill Analysis**
3 Credits

This course provides a systematic introduction to applied biomechanical principles, teaching cues, progressions, and observation strategies for leisure and team sports typically taught in middle and secondary physical education. Emphasis will be placed on live and video analysis to prepare students for providing specific, contingent, and appropriate skill feedback along with confidence in taking the PRAXIS video analysis exam.

**HPE 360 - Diseases**
3 Credits

This course will explore the impact of disease on society's and the individual's health and well-being. Students will examine modern concepts of disease: prevention and control of diseases; characteristics of common communicable diseases; chronic disease control; and special chronic diseases.
HPE 368 - Motor Learning  
03 Credits

This course examines neuropsychological aspects of human movement. Emphasis will focus on understanding learning, perception, motivation, memory and other variables affecting motor skill development.

**Prerequisites:** BIO 101

HPE 370 - Principles of Coaching  
2 Credits

This course is designed to examine the role and function of the youth and interscholastic coach. The student will develop a philosophical basis for working with athletes and learn the essentials of motivation, conditioning, discipline, and communication with players of various ages and sports.

**HPE 371 - Theory of Volleyball**  
1 Credit

This course involves a study of the skills, theories, and strategies of volleyball. Attention will focus on teaching skills and strategies of different positions in addition to covering rules and philosophies of the game.

**Prerequisites:** HPE 370 or Instructor approval

**HPE 372 - Theory of Basketball**  
1 Credit

In this course, students will study the skills, theories and strategies of basketball. Attention will focus on teaching skills and strategies of different positions in addition to learning rules and philosophies of the game.

**Prerequisites:** HPE 370 or Instructor approval

**HPE 373 - Theory of Baseball**  
1 Credit

This course involves a study of the skills, theories, and strategies of baseball. Attention will focus on teaching skills and strategies of different positions in addition to learning rules and philosophies of the game.

**Prerequisites:** HPE 370 or Instructor approval

**HPE 374 - Theory of Soccer**  
1 Credit

In this course, students will study the skills, theories and strategies of soccer. Attention will focus on teaching skills and strategies of different positions in
addition to covering rules and philosophies of the game.

**Prerequisites:** HPE 370 or Instructor approval

**HPE 375 - Theory of Fastpitch**  
1 Credit

This course involves a study of the skills, theories, and strategies of fastpitch. Attention will focus on teaching skills and strategies of different positions in addition to covering rules and philosophies of the game.  
**Prerequisites:** HPE 370 or Instructor approval

**HPE 396 - Intermediate Athletic Treatment**  
1 Credit

Students in this course will provide care for a high risk sport and continue to increase expertise in taping modules and usage of modalities. Students will develop time management skills and be able to do injury evaluations and suggest rehabilitation options for athletes.  
**Prerequisites:** HPE 196, HPE 296 or Instructor approval

**Note:** Offered Pass/No pass only

**HPE 398 - Organization and Administration in Health and PE**  
2 Credits

This course offers systematic study of organization and administration of a Physical Education Department, Athletic Department, or Fitness Center. Students will develop an understanding of administrative philosophy, practices, and issues as they relate to the various elements of education and sports management.

**HPE 420 - Contemporary Issues in Health**  
3 Credits

This course will enable students to analyze and discuss current health issues in our schools and society. Students will examine various health issues and develop an understanding of the ecological factors, political dynamics, and sociological and economic conditions related to human health. Students will also identify, evaluate, and select products and services appropriate for a healthful lifestyle.

**HPE 422 - Psychology of Sports/Physical Activities**  
3 Credits

This course will focus on the psychological factors related to participation and adherence in sport and physical activity. Students will explore how social and psychological variables influence participation and performance in sport and physical activity, and how participation in sport and physical activity affect the psychological well-being of the individual.

**Note:** Cross-listed as PSY 422
HPE 432 - Measurement/Evaluation in Health & PE
3 Credits

This course provides an introduction to the basic statistical techniques essential to measurement and evaluation in health and physical education. Included are tests to determine body type, neuromuscular achievement, knowledge, power, endurance, and work capacity

Prerequisites: MTH 110, HPE 260

HPE 440 - Advanced Athletic Training
2 Credits

This course includes an in-depth study of evaluation of injuries that result from participation in sport and physical activity. Emphasis will be on injury evaluation techniques, injury nomenclature, and proper documentation methods. This course is intended for Pre-Athletic Training, Pre-Physical Therapy, and Pre-Medical students.

Prerequisites: HPE 196, HPE 296, HPE 340, HPE 396 and Instructor approval

HPE 444 - Injury Treatment and Rehabilitation
2 Credits

This course includes an in-depth study of rehabilitation of injuries that result from participation in sport and physical activity. Emphasis will be on injury rehabilitation through the use of various therapeutic agents and rehabilitative techniques to return the individual to pre-injury status. This course is intended for Pre-Athletic Training, Pre-Physical Therapy, and Pre-Medical students.

Prerequisites: HPE 196, HPE 296, HPE 340, HPE 396 and Instructor approval

HPE 452 - Adapted Physical Activity, Sports
3 Credits

This course will provide an overview of legal and educational issues related to individuals with disabilities. Students will observe and participate in activities designed for individuals with disabilities. As a result, students will recognize that individuals are entitled to and benefit from participation in physical activity programs.

Prerequisites: BIO 264, PSY 201

HPE 462 - Nutrition
3 Credits

Upon successful completion of this course, students will understand the relationship of food, its nutrients, and other components of a healthy diet. Students will also learn how to obtain and evaluate current, authoritative information
regarding nutrition. Furthermore, students will gain critical thinking skills valuable for assessing the nutritional habits, consumer decisions, and nutritional behaviors of middle school, high school, and college students.

**HPE 472 - Kinesiology**  
*3 Credits*

This course involves the study of human movement from an anatomical and mechanical perspective. Through development of a specific skill analysis project, students will gain an in-depth understanding about how and why our joints move as they do.

**Prerequisites:** BIO 101, BIO 264

**HPE 492 - Exercise Physiology**  
*3 Credits*

This course involves a study of the physiological aspects of human performance, including basic nutrition and metabolic, endocrine, neuromuscular, respiratory and cardiovascular responses to exercise.

**Prerequisites:** BIO 101, BIO 264, BIO 265

**HPE 496 - Advanced Athletic Treatment**  
*3 Credits*

In this course, student trainers will provide care for one specific sport throughout their entire season and continue to increase expertise in taping modules and usage of modalities. Students will also develop skills in dealing with acute injury situations and developing rationale to deal with these challenges. This course is intended for Pre-Athletic Training, Pre-Physical Therapy, and Pre-Medical students.

**Prerequisites:** HPE 196, HPE 296, HPE 340, HPE 396 and Instructor approval

**Note:** Offered Pass/No pass only

**HPE 498 - Internship**  
*1 Credit*

This is a departmental specific course designed to provide a broad range of field-based experiences in exercise prescription, sport management, recreation, and other services or agencies related to health and physical education.

**Prerequisites:** Chair of Health & Physical Education approval

**Note:** Offered Pass/No pass only
**HST 201 - Introduction to American Government**

3 Credits

Introduction to the nature and functions of government in the United States. An analysis of structures parallels a discussion of contemporary issues.

**Note:** Cross-listed as PSC 201

**HST 202 - Europe in Transition 1300-1789**

3 Credits

This course is an introduction to the major political, economic, religious and cultural events, and issues from the late Middle Ages to the French Revolution. Concentrated attention is given to the waning of the Middle Ages, the Renaissance, Reformation, the Thirty Years War, Scientific Revolution, Louis XIV, and the Enlightenment.

**Prerequisites:** Humanities core or instructor approval.

**HST 203 - Europe Since 1789**

3 Credits

This course is an introduction to the major political, economic, religious and cultural events, and issues from the late Middle Ages to the French Revolution. Concentrated attention is given to the waning of the Middle Ages, the Renaissance, Reformation, the Thirty Years War, Scientific Revolution, Louis XIV, and the Enlightenment.

Prerequisite(s): Humanities core or instructor approval.

**HST 215 - American Civilization I**

3 Credits

This course provides a survey of American civilization from pre-Columbus era through the Civil War. The class focuses on the forces which shaped the political, economic, social and cultural history of the American colonies and the United States during these centuries. There will be a particular emphasis on the New World as a meeting place of different cultures, race, religions and ethnic backgrounds. How all of these multitudes of people have contributed to the creation of a uniquely American nation and society is one of the key issues and questions which will drive this course.

**HST 216 - American Civilization II**

3 Credits

This course provides a survey of American civilization from the Reconstruction period to the present. The goal and focus of the class is to trace the key developments in American history over the last 150 years in order to gain a deeper understanding of the present-day United States. For the same reason, the class will
be purposefully interdisciplinary and combines an historical approach with the study of literature as well as films.

**HST 288 - Departmental Seminar**  
1 Credit

A reading and discussion course that has topics of general interest to both history majors and general audiences. Topic will be announced in advance of each seminar offered.  
**Note:** Offered Pass/No pass. May be repeated for credit in accordance with the Seminar policy. Cross-listed as HST 488

**HST 312 - Art and Culture**  
4 Credits

Students will survey the historical and cultural roots of art, especially in western civilization, from the prehistoric to the present.  
**Prerequisites:** HUM 151 recommended  
**Note:** Cross-listed as ART 312

**HST 331 - Media and Culture in America**  
3 Credits

This course will provide students with an overview of the development of our media society and discuss some of the effects media had and has on our lives. It will cover the origins of the respective media (advertising, film, television, etc.) and analyze their interaction with the political, social, and economic changes of 20th century America. In the latter part of the course, the focus will shift on the most important current media debates and controversies in connection with journalism and media concentration, news as "infotainment," sex and violence in the media, the ongoing gender and racial stereotypes perpetuated by the media, advertising and materialism, technology, media and society, and many others.

**HST 332 - Race and Ethnicity in American Culture**  
3 Credits

This course combines a thematic and chronological approach in surveying the race relations in the United States from the post-Civil War period to the present day. While far from comprehensive, it highlights some of the pivotal events and developments over the past 150 years. It is meant as an introductory course to some of the central and recurring themes and issues in terms of racial relations. Its focus is on three minorities in particular: African Americans, Asian Americans, and Latino/Latina Americans.

**HST 335 - History and Culture of India**  
3 Credits

The course will present the long history and varied culture of the land of India. The
lasting influences of the great empires that covered the land and the major religions that continue to live in the land will be discussed, with special reference to the pervasive influence of the ancient Hindu traditions. Speakers, excursions, and videos will be featured in the course.

HST 336 - United States Since 1945
3 Credits

An exploration of the major political economic and cultural transformations of the United States in the second half of the 20th century. Among others, this course will examine impact of the cold War and the new role of the United States in the world, the political realignments of the postwar era and the social and political upheavals of the 1960s, 1970s and 1980s. An integral part of this class will be the analysis of films in terms of how they reflected and contributed to these vast changes in politics and everyday life.

HST 337 - The Sixties in its own Write
3 Credits

An exploration of literature and history of the Sixties in America, particularly as they relate to the Civil Rights movement, the Vietnam War, the Counter-culture, and the Women's movement.

Prerequisites: ENG 121

Note: Cross-listed as ENG 337.

HST 342 - Women's History and Literature
3 Credits

A broadly interdisciplinary course (drawing from literature, psychology, sociology, and history) that will investigate how women's roles in society have emerged. In addition to the study of classic literary texts, students will investigate historical movements for women's rights and depictions of women in contemporary media culture.

Prerequisites: ENG 121

Note: Cross-listed as ENG 342.

HST 345 - Luther and Society
3 Credits

This course is an analysis and evaluation of primary source materials concerning Luther's understand. This course is an analysis and evaluation of primary source materials concerning Luther's understanding of the Christian's relationship and responsibility to society. Luther's view of the state, authority, war, marriage and family, public education, public welfare, economics and the Jews are discussed.

Prerequisites: HST 202 or instructor approval
Note: Cross-listed as REL 345

HST 347 - Modern Germany
3 Credits

An overview of Germany in the 20th Century. It examines the First World War, the Weimar Republic, the Nazi Era, East and West Germany, and finally, reunification.

Prerequisites: HST 203 or instructor approval.

HST 348 - Modern Russia
3 Credits

This course focuses on the development of Russian politics, society, economics, and international relations between 1905 and the present. Emphases include the 1917 Bolshevik Revolution, the Terror Famine and the Great Terror, the Second World War, the Cold War, the final collapse of the Soviet Union, and contemporary issues in Russian society.

Prerequisites: HST 203 or instructor approval.

HST 349 - Renaissance and Reformation
3 Credits

An introduction to the major themes and issues of the Renaissance and Reformation, approximately 1350-1550. The first half of the course explores the Italian origins of the Renaissance, humanism and the politics, literature and fine arts of the period. The second half focuses on Reformation Europe, the Protestant reform movements in Germany, Switzerland and England as well as the response by the Roman Catholic Church.

Note: Cross listed as REL 34.9

HST 350 - A History of Christianity
3 Credits

A study of the history of Christianity from Jesus through the Reformation to the Modern World. Close examination of the development of early Christian thought, culture, and ethics in the Roman Empire, the Byzantine Empire, Europe, and America. Strong emphasis on the interpretation of historical texts in translation.

Note: Cross-listed as REL 350.

HST 351 - Religion in American Life
3 Credits

A study of the history and character of the principal religious traditions of the United States, with special emphasis upon contemporary issues involving religion and society.

Note: Cross-listed as REL 351.
HST 352 - Church History I: Early Church to Reformation
3 Credits

An examination of the two cultures which laid the foundation for Western Civilization and Europe. The course will investigate the peoples of these cultures (from emperors to slaves), the diverse governments and social structures of Greek city-state, the Hellenistic expansion of Greek culture under Alexander the Great, the rise of the Roman Republic, the growth of Imperial Power under the Caesars, and the transformative impact of Christianity on the Greco-Roman culture.

HST 353 - History of the Middle East
3 Credits

This course explores the history of the Christian Church from era of the Reformation through the present, with special attention paid to broad movements which continue to impact the religious scene in much of the world, but especially in North America. Extensive readings in original documents will facilitate an ability to grasp the thought and importance of various figures as well as build critical thinking skills associated with the study of History.

HST 355 - History of the Middle East
3 Credits

The Middle East ranks as one of the most troubled regions of the globe politically, economically and culturally. the Israeli-Palestinian conflict, the resurgence of a militant Islam and the other ongoing conflicts throughout the region have given the Middle East a reputation as a powder keg. This course will attempt to account for the instability of the region, which already began in the early 20th century. It will examine the vacuum left by the decline and collapse of the Ottoman Empire, the attempt of Western powers to fill this vacuum, the emergence of quasi-secular nationalism and, finally, the explosive growth of militant Islam.

HST 361 - 20th Century Dictatorships
3 Credits

An examination of Fascist Italy, Nazi Germany, and Stalinist Russia. Themes will include economics, propaganda, terror, genocide, the role of women, religion, art, music, and cinema.

HST 363 - Totalitarianism in History
3 Credits

This course assesses the concept of totalitarianism through the examination of various case studies ranging from Robespierre and the French Revolution through the dictatorships of Hitler, Stalin, Mao, Pol Pot, Kim II-Sung and others, and discusses the contemporary applications of the concept through examination of current international affairs and contemporary intellectual debate.

HST 364 - Modern Asia
3 Credits

This course explores the political, social, economic and military development of
modern Asia from the early nineteenth century to the present. An emphasis on relations between Asian nations themselves and with the outside world will be paramount, with particular focus placed on the emergence of China, Japan, Korea, Taiwan and the nations of Southeast Asia as modern states.

**HST 365 - International Relations: Ethics**  
3 Credits

This course helps students understand the world we live in by highlighting the important global issues we face today. In order to do so, one important aim is to familiarize students with the patterns and overall structure of international relations. In addition, students will be asked to view world politics through the eyes of different people and understand their concerns and priorities.

**HST 389 - Classical Greece and Rome**  
3 Credits

This course offers an examination of the two cultures which laid the foundation for Western Civilization and Europe. The course will investigate the peoples of these cultures (from emperors to slaves), the diverse governments and social structures of Greek city-state (e.g. Athens and Sparta), hoplite and naval warfare, arts, literature, and philosophy, the Hellenistic expansion of Greek culture under Alexander the Great, the rise of the Roman Republic, the growth of Imperial Power under the Caesars, and the transformative impact of Christianity on the Greco-Roman culture.

**HST 488 - Departmental Seminar**  
1 Credit

A reading and discussion course that has topics of general interest to both history majors and general audiences. Topic will be announced in advance of each seminar offered.

**Note:** Offered Pass/No pass. May be repeated for credit in accordance with the Seminar policy. Cross-listed as HST 288.

**HST 492 - Senior Thesis Preparation**  
1 Credit

This course is required for students planning to complete a senior thesis. The outcome of this course should be a thesis proposal.

**HST 493 - History Thesis Part I: Literature Review and Project Design**  
2 Credits

**HST 494 - History Thesis Part II: Research, Thesis Writing, and Defense**  
2 Credits

**HST 496 - SENIOR PROJECT**  
3 Credits
HST 496 - Senior Project  
3 Credits

HUM 151 - Ethics and Citizenship  
3 Credits

An exploration into the history of Western ethics and moral philosophy with a particular focus on the issues of authority, obedience, and resistance. The purpose is to familiarize students with the basic theories of moral philosophies and simultaneously explore the relationship between the individual and society through questions like: When is it appropriate to obey authority? When are we justified to resist? What ethical principles underlie these decisions?

HUM 251 - Journey From the Premodern to the Postmodern World  
3 Credits

An overview of the Western humanistic tradition from the Middle Ages up to the 21st century. In particular, it traces the major paradigm shifts from the pre-modern to the modern and, ultimately, to the postmodern world of today. This is an intentionally interdisciplinary course, which weaves together the major ideas and revolutionary movements from such diverse areas as history, philosophy, literature, music, art as well as science and theology.
Prerequisite: HUM 151

HUM 288 - Humanities Seminar  
1 Credit

These seminars are reading and discussion courses in areas related to the humanities. As part of the general education requirement, every student has to take at least one of these seminars, preferably in the second semester of their freshmen year or their sophomore year. Some of the courses offered in a two-year cycle are: Who was Shakespeare?, Poetry & Religion, Holocaust, War on Film, Current Events, Media Literacy, Spy Novels, and Road to World War I.

Note: May be repeated for credit in accordance with the seminar policy.

HUM 351 - The Global Village and the Challenge of Diversity  
3 Credits

An interdisciplinary exploration of human images in non-American and non-Western literature and history. The course analyzes how humans deal with difference, focusing especially on colonialism. An interdisciplinary exploration of human images in non-American and non-Western literature and history. The course analyzes how humans deal with difference, focusing especially on colonialism and its impact in the non-Western world. Part and parcel of the course is also a search for better models guided by social justice, models that positively address the political, economic and social challenges in our Global Village today.

Prerequisites: HUM 151, HUM 251 or Junior status.
HUM 488 - Humanities Seminar
1 Credit

A reading and discussion course that has topics of general interest to both history
majors and general audiences. Upper division credit will require greater
participation. A chance to explore new ideas with faculty and fellow students
without prerequisites. For a listing of courses see HUM 288.

HUM 492 - Senior Thesis Preparation
1 Credit

This course is required for students planning to complete a senior thesis. The
outcome of this course should be a thesis proposal.

HUM 493 - Humanities Thesis Part I: Literature Review and Project
Design
2 Credits

HUM 494 - Humanities Thesis Part II: Research, Thesis Writing, and
Defense
2 Credits

HUM 496 - Senior Project
3 Credits

HUM 496 - Senior Project
3 Credits

HUM 499 - Independent Study
2 Credits

LAT 101 - Elementary Latin I
3 Credits

A study of the basic forms, vocabulary, and grammar of classical Latin with
extensive practice of the techniques of translating.

LAT 201 - Elementary Latin II
3 Credits

Continuation of the study of the basic forms, vocabulary, and syntax of classical
Latin. Reading of a variety of Latin authors. Memorization of selected Latin maxims
and proverbs.

Prerequisites: LAT 101

MTH 094 - Math Lab I
1.5 Credits

Arithmetic of signed numbers, algebraic expressions, solving equations.
**Prerequisites:** Math placement exam.

**MTH 095 - Math Lab II**  
1.5 Credits

Graphs, linear equations, introduction to functions, and polynomials.

**Prerequisites:** Math placement exam or MTH 094.

**MTH 096 - Math Lab III**  
1.5 Credits

Polynomials, factoring polynomials, introduction to rational expressions.

**Prerequisites:** Math placement exam or MTH 095.

**MTH 097 - Math Lab IV**  
1.5 Credits

Rational expressions, solving systems of linear equations, radicals, exponents, quadratic functions.

**Prerequisites:** Math placement exam or MTH 096.

**MTH 110 - Math for Life**  
3 Credits

A general education course designed to give the student mathematical skills and techniques that can be used to solve real problems. The areas covered are algebra, geometry, A general education course designed to give the student mathematical skills and techniques that can be used to solve real problems. The areas covered are algebra, geometry, probability, problem-solving, descriptive statistics, and graphing. The student will learn to use calculators and computers to solve problems.

**Prerequisites:** Math placement exam or MTH 097.

**MTH 123 - College Algebra**  
3 Credits

This course deals with the following algebraic principles with a special emphasis on how they can be used in the area of business and management: equations and inequalities; graphs of conic sections; polynomial functions; rational functions; exponential functions; logarithmic functions; systems of equations and inequalities; and linear programming. Required for students seeking a BA in Business.

**Prerequisites:** Math placement exam or MTH 097

**Note:** May not receive credit for both MTH 123 and MTH 124.
**MTH 124 - Pre-Calculus**  
3 Credits

An introduction to the fundamental aspects of algebra and trigonometry. Emphasis to include scientific applications. Required of all science majors and secondary education majors with endorsements in science and math.

**Prerequisites:** Math placement exam or MTH 097

**Note:** May not receive credit for both MTH 123 and MTH 124.

**MTH 133 - Math for Teachers I**  
3 Credits

A problem-solving approach to counting numbers, rational, irrational, real number, and integers through the use of concrete materials. The course is required for Elementary Education majors and satisfies a portion of their General Education mathematics requirement.

**Prerequisites:** Math placement exam or MTH 095.

**MTH 134 - Math for Teachers II**  
3 Credits

A problem-solving approach to the study of geometry, measurements, metric system, transformations, congruence's, similarities, ratio, proportion, and percents. The course is required for Elementary Education majors and satisfies a portion of their General Education mathematics requirement.

**Prerequisites:** Math placement exam, MTH 095, MTH 133 recommended.

**MTH 211 - Calculus I**  
4 Credits

A study of differential calculus, limit theory, and development of the integral.

**Prerequisites:** Math placement exam or MTH 124.

**MTH 212 - Calculus II**  
4 Credits

A continuation of MTH 211 with development of integral calculus, series, partial differentiation and multiple integrals.

**Prerequisites:** MTH 211.

**MTH 231 - Research and Statistical Techniques**  
3 Credits

An overview of research and statistical techniques: experimental design, sampling,
data gathering, central tendency, differences between groups, analysis of variance, chi-square and proportions, non-parametric test, regression, correlation, special applications to problems in the natural and social sciences and business. Pre-requisites: MTH 097 required, MTH 123 recommended
Notes: Cross-listed as PSY 231 and SOC 231.

**MTH 341 - Linear Algebra**

2 Credits

A study of matrices, linear systems and vectors with applications to mathematics, science, and modeling.

**Prerequisites:** MTH 212 or Instructor approval.

**MTH 345 - Computer Science**

3 Credits

A study of computer logic, programming in a structured language, and applications of computers to problem solving. The programming language may vary.

**Prerequisites:** MTH 110.

**MTH 361 - Abstract Algebra**

2 Credits

An investigation of the properties of groups, rings, integral domains, and fields. An emphasis on proof and structure will be taken.

**Prerequisites:** MTH 212 or Instructor approval.

**MTH 371 - Number Theory**

2 Credits

A study of prime numbers, divisibility, modular systems, and remainder theorems. The course will emphasize proof and mathematical structures.

**Prerequisites:** MTH 212 or Instructor approval.

**MTH 401 - Analysis**

2 Credits

A study of metric spaces and the properties of the real number system.

**Prerequisites:** MTH 361 or Instructor approval.

**MTH 411 - Advanced Geometry**

2 Credits

A study of Euclidean geometry (plane and solid) and non-Euclidean geometries.
Prerequisites: MTH 212 or Instructor approval.

Music Performance Courses
MUP 100B - Music Performance: Brass
1 Credit

Private instruction in brass instruments. Students are placed in levels (100-400) based on the number of years that they have enrolled in this course. One or two credits are available for this course based on the length of the weekly lessons desired. (1/2 hour = 1 credit, 1 hour = 2 credits) Lesson fee includes practice facilities at the university.

Note: Lab fee.

MUP 100C - Music Performance: Orchestral
1 Credit

Private instruction in orchestral instruments. Students are placed in levels (100-400) based on the number of years that they have enrolled in this course. One or two credits are available for this course based on the length of the weekly lessons desired. (1/2 hour = 1 credit, 1 hour = 2 credits) Lesson fee includes practice facilities at the university.

Note: Lab fee.

MUP 100D - Music Performance: Percussion
1 Credit

Private instruction in percussion instruments. Students are placed in levels (100-400) based on the number of years that they have enrolled in this course. One or two credits are available for this course based on the length of the weekly lessons desired. (1/2 hour = 1 credit, 1 hour = 2 credits) Lesson fee includes practice facilities at the university.

Note: Lab fee.

MUP 100F - Music Performance: Flute
1 Credit

Private instruction in flute. Students are placed in levels (100-400) based on the number of years that they have enrolled in this course. One or two credits are available for this course based on the length of the weekly lessons desired. (1/2 hour = 1 credit, 1 hour = 2 credits) Lesson fee includes practice facilities at the university.

Note: Lab fee.

MUP 100G - Music Performance: Guitar
1 Credit

Private instruction in guitar. Students are placed in levels (100-400) based on the
number of years that they have enrolled in this course. One or two credits are available for this course based on the length of the weekly lessons desired. (1/2 hour = 1 credit, 1 hour = 2 credits) Lesson fee includes practice facilities at the university.

Note: Lab fee.

MUP 100H - Music Performance: Handbells
1 Credit

Private instruction in handbells. Students are placed in levels (100-400) based on the number of years that they have enrolled in this course. One or two credits are available for this course based on the length of the weekly lessons desired. (1/2 hour = 1 credit, 1 hour = 2 credits) Lesson fee includes practice facilities at the university.

Note: Lab fee.

MUP 100N - Music Performance: Organ
1 Credit

Private instruction in organ. Students are placed in levels (100-400) based on the number of years that they have enrolled in this course. One or two credits are available for this course based on the length of the weekly lessons desired. (1/2 hour = 1 credit, 1 hour = 2 credits) Lesson fee includes practice facilities at the university.

Note: Lab fee.

MUP 100P - Music Performance: Piano
1 Credit

Private instruction in piano. Students are placed in levels (100-400) based on the number of years that they have enrolled in this course. One or two credits are available for this course based on the length of the weekly lessons desired. (1/2 hour = 1 credit, 1 hour = 2 credits) Lesson fee includes practice facilities at the university.

Note: Lab fee.

MUP 100S - Music Performance: Strings
1 Credit

Private instruction in orchestral instruments. Students are placed in levels (100-400) based on the number of years that they have enrolled in this course. One or two credits are available for this course based on the length of the weekly lessons desired. (1/2 hour = 1 credit, 1 hour = 2 credits) Lesson fee includes practice facilities at the university.

Note: Lab fee.
MUP 100V - Music Performance: Voice  
1 Credit

Private instruction in voice. Students are placed in levels (100-400) based on the number of years that they have enrolled in this course. One or two credits are available for this course based on the length of the weekly lessons desired. (1/2 hour = 1 credit, 1 hour = 2 credits) Lesson fee includes practice facilities at the university. An additional small fee is generally required of voice students when a professional accompanist is required for the final semester recital.

Note: Lab fee.

MUP 100W - Music Performance: Winds  
1 Credit

Private instruction in wind instruments. Students are placed in levels (100-400) based on the number of years that they have enrolled in this course. One or two credits are available for this course based on the length of the weekly lessons desired. (1/2 hour = 1 credit, 1 hour = 2 credits) Lesson fee includes practice facilities at the university.

Note: Lab fee.

MUP 200B - Music Performance: Brass  
1 Credit

Private instruction in brass instruments. Students are placed in levels (100-400) based on the number of years that they have enrolled in this course. One or two credits are available for this course based on the length of the weekly lessons desired. (1/2 hour = 1 credit, 1 hour = 2 credits) Lesson fee includes practice facilities at the university.

Note: Lab fee.

MUP 200C - Music Performance: Orchestral  
1 Credit

Private instruction in orchestral instruments. Students are placed in levels (100-400) based on the number of years that they have enrolled in this course. One or two credits are available for this course based on the length of the weekly lessons desired. (1/2 hour = 1 credit, 1 hour = 2 credits) Lesson fee includes practice facilities at the university.

Note: Lab fee.

MUP 200D - Music Performance: Percussion  
1 Credit

Private instruction in percussion instruments. Students are placed in levels (100-400) based on the number of years that they have enrolled in this course. One or
two credits are available for this course based on the length of the weekly lessons desired. (1/2 hour = 1 credit, 1 hour = 2 credits) Lesson fee includes practice facilities at the university.

Note: Lab fee.

MUP 200F - Music Performance: Flute
1 Credit

Private instruction in flute. Students are placed in levels (100-400) based on the number of years that they have enrolled in this course. One or two credits are available for this course based on the length of the weekly lessons desired. (1/2 hour = 1 credit, 1 hour = 2 credits) Lesson fee includes practice facilities at the university.

Note: Lab fee.

MUP 200G - Music Performance: Guitar
1 Credit

Private instruction in guitar. Students are placed in levels (100-400) based on the number of years that they have enrolled in this course. One or two credits are available for this course based on the length of the weekly lessons desired. (1/2 hour = 1 credit, 1 hour = 2 credits) Lesson fee includes practice facilities at the university.

Note: Lab fee.

MUP 200H - Music Performance: Handbells
1 Credit

Private instruction in handbells. Students are placed in levels (100-400) based on the number of years that they have enrolled in this course. One or two credits are available for this course based on the length of the weekly lessons desired. (1/2 hour = 1 credit, 1 hour = 2 credits) Lesson fee includes practice facilities at the university.

Note: Lab fee.

MUP 200N - Music Performance: Organ
1 Credit

Private instruction in organ. Students are placed in levels (100-400) based on the number of years that they have enrolled in this course. One or two credits are available for this course based on the length of the weekly lessons desired. (1/2 hour = 1 credit, 1 hour = 2 credits) Lesson fee includes practice facilities at the university.

Note: Lab fee.

MUP 200P - Music Performance: Piano
1 Credit

Private instruction in piano. Students are placed in levels (100-400) based on the
number of years that they have enrolled in this course. One or two credits are available for this course based on the length of the weekly lessons desired. (1/2 hour = 1 credit, 1 hour = 2 credits) Lesson fee includes practice facilities at the university.

Note: Lab fee.

MUP 200S - Music Performance: Strings
1 Credit

Private instruction in orchestral instruments. Students are placed in levels (100-400) based on the number of years that they have enrolled in this course. One or two credits are available for this course based on the length of the weekly lessons desired. (1/2 hour = 1 credit, 1 hour = 2 credits) Lesson fee includes practice facilities at the university.

Note: Lab fee.

MUP 200V - Music Performance: Voice
1 Credit

Private instruction in voice. Students are placed in levels (100-400) based on the number of years that they have enrolled in this course. One or two credits are available for this course based on the length of the weekly lessons desired. (1/2 hour = 1 credit, 1 hour = 2 credits) Lesson fee includes practice facilities at the university.

Note: Lab fee.

MUP 200W - Music Performance: Winds
1 Credit

Private instruction in wind instruments. Students are placed in levels (100-400) based on the number of years that they have enrolled in this course. One or two credits are available for this course based on the length of the weekly lessons desired. (1/2 hour = 1 credit, 1 hour = 2 credits) Lesson fee includes practice facilities at the university.

Note: Lab fee.

MUP 215 - Concordia University Choir Tour
0.5 Credits

The Concordia University Choir Tour is an annual highlight of the ensemble’s musical year. Required of all members of the Concordia University Concert Choir & Christi Crux Vocal Ensemble, the 9 ÷ 12 day tour is generally scheduled either during Spring Break or immediately at the conclusion of the Spring Term. The tour allows the ensemble the ability to perform in distant regional as well as international venues. Although most of tour costs are paid by the university, a fee may be assessed each student when air-travel is required.

Prerequisites: Enrollment in MUP 216 / MUP 416 &/or MUP 231 / MUP 431
Note: A travel fee may be assessed; Course may be repeated for credit.

MUP 216 - Concordia University Concert Choir
1 Credit

A large choral ensemble that performs varied traditional choral repertoire from all stylistic musical periods. Weekly rehearsals ensure collegiate-quality local and choral-festival presentations as well as regional and international concerts in annual choir tours. (Tour - see MUP 215 & MUP 415) This ensemble is a year-long commitment and admission is by audition. A $130 fee is assessed each new member for the purchase of formal and informal concert attire which becomes their personal property.

Prerequisites: Audition

Note: Lab fee charged; Course may be repeated for credit.

MUP 220 - Women's Vocal Ensemble
1 Credit

A choral ensemble designed for women of all levels of choral singing experience. This ensemble teaches basic choral techniques through the preparation of choral music written for women's voices. Several presentations by the ensemble are made throughout each semester.

MUP 231 - Christi Crux Vocal Ensemble
1 Credit

The Christi Crux Vocal Ensemble is a small vocal ensemble with 18 to 26 members who are selected from the membership of the Concordia University Choir based on their extensive musical and vocal experience. Repertoire for this select ensemble includes Christian music from all genres and styles that are appropriate for a Christian vocal-chamber ensemble. This ensemble presents music in weekly chapel services as well as in five to six worship venues during the course of each semester. Christi Crux also presents music in the Concordia University Choir tour as well separate tours that are planned specifically for this ensemble.

Prerequisites: Audition/Instructor permission

Note: Lab fee; May be repeated for credit.

MUP 233 - Concordia Ringers
1 Credit

A beginning ensemble for those with little or no handbell experience. Beginning skills in ringing techniques, rhythm, music reading, and group expression will be developed as this group works toward limited concert performance and participates at campus worship. Concordia Ringers is also open to experienced ringers who are
unable to meet the commitments of the Concert Handbell Ensemble. Membership is open to all. Two evening rehearsals per week.

**Note:** Lab fee; May be repeated for credit.

**MUP 234 - CU Handbell Tour**

**0.5 Credits**

The Concordia University Handbells Tour is an annual highlight of the ensemble's musical year. Required of all members of the Concordia University Concert Handbells, the tour is generally scheduled sometime during Spring Break or immediately at the conclusion of the Spring Term. The tour allows the ensemble the ability to perform in distant regional as well as international venues.

**Prerequisites:** Enrollment in MUP 233

**Note:** A travel fee may be assessed; Course may be repeated for credit

**MUP 236 - Concordia Brass**

**1 Credit**

The Concordia Brass is a small brass ensemble with 4 to 8 members who are selected by audition and are chosen by the individual’s performance abilities and the required instrumentalists needed to fill the personnel needs of the ensemble. Repertoire for this ensemble includes music from all genres and styles that are appropriate for a classical/traditional brass ensemble. This ensemble presents music in selected weekly chapel services as well as in several other worship and community venues during the course of each semester.

**Prerequisites:** Audition/Instructor permission

**Note:** Lab fee charged; May be repeated for credit

**MUP 237 - Concordia Praise Ensemble**

**1 Credit**

The Concordia Praise Ensemble is a small contemporary ëworship leadershipî ensemble including 6 to 8 members who are selected by audition and are chosen by their abilities and the required instrumentalists needed to fill the personnel needs of the ensemble. Repertoire for this ensemble includes contemporary Christian music that is appropriate for alternative worship venues. This ensemble leads congregational singing in selected weekly chapel services as well as in other selected worship and outreach venues during the course of each semester.

**Prerequisites:** Audition/Instructor permission

**Note:** Lab fee charged; May be repeated for credit
MUP 300B - Music Performance: Brass
1 Credit

Private instruction in brass instruments. Students are placed in levels (100-400) based on the number of years that they have enrolled in this course. One or two credits are available for this course based on the length of the weekly lessons desired. (1/2 hour = 1 credit, 1 hour = 2 credits) Lesson fee includes practice facilities at the university.

Note: Lab fee

MUP 300C - Music Performance: Orchestral
1 Credit

Private instruction in orchestral instruments. Students are placed in levels (100-400) based on the number of years that they have enrolled in this course. One or two credits are available for this course based on the length of the weekly lessons desired. (1/2 hour = 1 credit, 1 hour = 2 credits) Lesson fee includes practice facilities at the university.

Note: Lab fee

MUP 300D - Music Performance: Percussion
1 Credit

Private instruction in percussion instruments. Students are placed in levels (100-400) based on the number of years that they have enrolled in this course. One or two credits are available for this course based on the length of the weekly lessons desired. (1/2 hour = 1 credit, 1 hour = 2 credits) Lesson fee includes practice facilities at the university.

Note: Lab fee.

MUP 300F - Music Performance: Flute
1 Credit

Private instruction in flute. Students are placed in levels (100-400) based on the number of years that they have enrolled in this course. One or two credits are available for this course based on the length of the weekly lessons desired. (1/2 hour = 1 credit, 1 hour = 2 credits) Lesson fee includes practice facilities at the university.

Note: Lab fee.

MUP 300G - Music Performance: Guitar
1 Credit

Private instruction in guitar. Students are placed in levels (100-400) based on the number of years that they have enrolled in this course. One or two credits are available for this course based on the length of the weekly lessons desired. (1/2 hour = 1 credit, 1 hour = 2 credits) Lesson fee includes practice facilities at the university.
Note: Lab fee.

**MUP 300H - Music Performance: Handbells**
1 Credit

Private instruction in handbells. Students are placed in levels (100-400) based on the number of years that they have enrolled in this course. One or two credits are available for this course based on the length of the weekly lessons desired. (1/2 hour = 1 credit, 1 hour = 2 credits) Lesson fee includes practice facilities at the university.

Note: Lab fee.

**MUP 300N - Music Performance: Organ**
1 Credit

Private instruction in organ. Students are placed in levels (100-400) based on the number of years that they have enrolled in this course. One or two credits are available for this course based on the length of the weekly lessons desired. (1/2 hour = 1 credit, 1 hour = 2 credits) Lesson fee includes practice facilities at the university.

Note: Lab fee.

**MUP 300P - Music Performance: Piano**
1 Credit

Private instruction in piano. Students are placed in levels (100-400) based on the number of years that they have enrolled in this course. One or two credits are available for this course based on the length of the weekly lessons desired. (1/2 hour = 1 credit, 1 hour = 2 credits) Lesson fee includes practice facilities at the university.

Note: Lab fee.

**MUP 300S - Music Performance: Strings**
1 Credit

Private instruction in orchestral instruments. Students are placed in levels (100-400) based on the number of years that they have enrolled in this course. One or two credits are available for this course based on the length of the weekly lessons desired. (1/2 hour = 1 credit, 1 hour = 2 credits) Lesson fee includes practice facilities at the university.

Note: Lab fee.

**MUP 300V - Music Performance: Voice**
1 Credit

Private instruction in voice. Students are placed in levels (100-400) based on the number of years that they have enrolled in this course. One or two credits are available for this course based on the length of the weekly lessons desired. (1/2 hour = 1 credit, 1 hour = 2 credits) Lesson fee includes practice facilities at the university.
An additional small fee is generally required of voice students when a professional accompanist is required for the final semester recital.

**Note:** Lab fee.

**MUP 300W - Music Performance: Winds**  
1 Credit

Private instruction in wind instruments. Students are placed in levels (100-400) based on the number of years that they have enrolled in this course. One or two credits are available for this course based on the length of the weekly lessons desired. (1/2 hour = 1 credit, 1 hour = 2 credits) Lesson fee includes practice facilities at the university.

**Note:** Lab fee.

**MUP 399E - Music Experimental Course**  
2 Credits

**MUP 400B - Music Performance: Brass**  
1 Credit

Private instruction in brass instruments. Students are placed in levels (100-400) based on the number of years that they have enrolled in this course. One or two credits are available for this course based on the length of the weekly lessons desired. (1/2 hour = 1 credit, 1 hour = 2 credits) Lesson fee includes practice facilities at the university.

**Note:** Lab fee.

**MUP 400C - Music Performance: Orchestral**  
1 Credit

Private instruction in orchestral instruments. Students are placed in levels (100-400) based on the number of years that they have enrolled in this course. One or two credits are available for this course based on the length of the weekly lessons desired. (1/2 hour = 1 credit, 1 hour = 2 credits) Lesson fee includes practice facilities at the university.

**Note:** Lab fee

**MUP 400D - Music Performance: Percussion**  
1 Credit

Private instruction in percussion instruments. Students are placed in levels (100-400) based on the number of years that they have enrolled in this course. One or two credits are available for this course based on the length of the weekly lessons desired. (1/2 hour = 1 credit, 1 hour = 2 credits) Lesson fee includes practice facilities at the university.

**Note:** Lab fee.
MUP 400F - Music Performance: Flute
1 Credit

Private instruction in flute. Students are placed in levels (100-400) based on the number of years that they have enrolled in this course. One or two credits are available for this course based on the length of the weekly lessons desired. (1/2 hour = 1 credit, 1 hour = 2 credits) Lesson fee includes practice facilities at the university.

Note: Lab fee.

MUP 400G - Music Performance: Guitar
1 Credit

Private instruction in guitar. Students are placed in levels (100-400) based on the number of years that they have enrolled in this course. One or two credits are available for this course based on the length of the weekly lessons desired. (1/2 hour = 1 credit, 1 hour = 2 credits) Lesson fee includes practice facilities at the university.

Note: Lab fee.

MUP 400H - Music Performance: Handbells
1 Credit

Private instruction in handbells. Students are placed in levels (100-400) based on the number of years that they have enrolled in this course. One or two credits are available for this course based on the length of the weekly lessons desired. (1/2 hour = 1 credit, 1 hour = 2 credits) Lesson fee includes practice facilities at the university.

Note: Lab fee.

MUP 400N - Music Performance: Organ
1 Credit

Private instruction in organ. Students are placed in levels (100-400) based on the number of years that they have enrolled in this course. One or two credits are available for this course based on the length of the weekly lessons desired. (1/2 hour = 1 credit, 1 hour = 2 credits) Lesson fee includes practice facilities at the university.

Note: Lab fee.

MUP 400P - Music Performance: Piano
1 Credit

Private instruction in piano. Students are placed in levels (100-400) based on the number of years that they have enrolled in this course. One or two credits are available for this course based on the length of the weekly lessons desired. (1/2 hour = 1 credit, 1 hour = 2 credits) Lesson fee includes practice facilities at the university.

Note: Lab fee.
MUP 400S - Music Performance: Strings
1 Credit

Private instruction in orchestral instruments. Students are placed in levels (100-400) based on the number of years that they have enrolled in this course. One or two credits are available for this course based on the length of the weekly lessons desired. (1/2 hour = 1 credit, 1 hour = 2 credits) Lesson fee includes practice facilities at the university.

Note: Lab fee.

MUP 400V - Music Performance: Voice
1 Credit

Private instruction in voice. Students are placed in levels (100-400) based on the number of years that they have enrolled in this course. One or two credits are available for this course based on the length of the weekly lessons desired. (1/2 hour = 1 credit, 1 hour = 2 credits) Lesson fee includes practice facilities at the university. An additional small fee is generally required of voice students when a professional accompanist is required for the final semester recital.

Note: Lab fee.

MUP 400W - Music Performance: Winds
1 Credit

Private instruction in wind instruments. Students are placed in levels (100-400) based on the number of years that they have enrolled in this course. One or two credits are available for this course based on the length of the weekly lessons desired. (1/2 hour = 1 credit, 1 hour = 2 credits) Lesson fee includes practice facilities at the university.

Note: Lab fee.

MUP 415 - CU Choir Tour
0.5 Credits

The Concordia University Choir Tour is an annual highlight of the ensemble’s musical year. Required of all members of the Concordia University Concert Choir & Christi Crux Vocal Ensemble, the 9 ÷ 12 day tour is generally scheduled either during Spring Break or immediately at the conclusion of the Spring Term. The tour allows the ensemble the ability to perform in distant regional as well as international venues. Although most of tour costs are paid by the university, a fee may be assessed each student when air-travel is required.

Prerequisites: Enrollment in MUP 216 / MUP 416 &/or MUP 231 / MUP 431

Note: A travel fee may be assessed; Course may be repeated for credit.
MUP 416 - CU Concert Choir
1 Credit

A large choral ensemble that performs varied traditional choral repertoire from all stylistic musical periods. Weekly rehearsals ensure collegiate-quality local and choral-festival presentations as well as regional and international concerts in annual choir tours. (Tour - see MUP 215 & MUP 415) This ensemble is a year-long commitment and admission is by audition. A $130 fee is assessed each new member for the purchase of formal and informal concert attire which becomes their personal property.

Prerequisites: Audition

Note: Lab fee charged; Course may be repeated for credit.

MUP 420 - Women's Vocal Ensemble
1 Credit

A choral ensemble designed for women of all levels of choral singing experience. This ensemble teaches basic choral techniques through the preparation of choral music written for women's voices. Several presentations by the ensemble are made throughout each semester.

MUP 431 - Christi Crux Vocal Ensemble
1 Credit

The Christi Crux Vocal Ensemble is a small vocal ensemble with 18 to 26 members who are selected from the membership of the Concordia University Choir based on their extensive musical and vocal experience. Repertoire for this select ensemble includes Christian music from all genres and styles that are appropriate for a Christian vocal-chamber ensemble. This ensemble presents music in weekly chapel services as well as in five to six worship venues during the course of each semester. Christi Crux also presents music in the Concordia University Choir tour as well separate tours that are planned specifically for this ensemble.

Prerequisites: Four semesters of MUP 216 and audition/instructor permission

Note: Lab Fee; May be repeated for credit.

MUP 433 - Concert Handbells
1 Credit

An advanced ensemble for students with previous handbell experience. This ensemble utilizes advanced repertoire and ringing techniques and aims at excellence in rhythm and musicality. The Concert Handbell Ensemble performs at concerts throughout the year, participates regularly at worship on campus and at area churches, and tours annually with the Concordia Choir. Membership is a year-long commitment. Three rehearsals per week.

Prerequisites: Instructor permission
Note: Lab Fee; May be repeated for credit.

**MUP 434 - Concordia University Handbells Tour**  
0.5 Credits

The Concordia University Handbells Tour is an annual highlight of the ensemble's musical year. Required of all members of the Concordia University Concert Handbells, the tour is generally scheduled sometime during Spring Break or immediately at the conclusion of the Spring Term. The tour allows the ensemble the ability to perform in distant regional as well as international venues.

Prerequisites: Enrollment in MUP 433

Note: A travel fee may be assessed; Course may be repeated for credit.

**MUP 436 - Concordia Brass**  
1 Credit

The Concordia Brass is a small brass ensemble with 4 to 8 members who are selected by audition and are chosen by the individuals performance abilities and the required instrumentalists needed to fill the personnel needs of the ensemble. Repertoire for this ensemble includes music from all genres and styles that are appropriate for a classical/traditional brass ensemble. This ensemble presents music in selected weekly chapel services as well as in several other worship and community venues during the course of each semester.

Prerequisites: Four semesters of MUP 236 and audition/instructor permission

Note: Lab fee charged; May be repeated for credit.

**MUP 437 - Concordia Praise Ensemble**  
1 Credit

The Concordia Praise Ensemble is a small contemporary worship leadership ensemble including 6 to 8 members who are selected by audition and are chosen by their abilities and the required instrumentalists needed to fill the personnel needs of the ensemble. Repertoire for this ensemble includes contemporary Christian music that is appropriate for alternative worship venues. This ensemble leads congregational singing in selected weekly chapel services as well as in other selected worship and outreach venues during the course of each semester.

Prerequisites: Four semesters of MUP 237 and audition/instructor permission

Note: Lab fee charged; May be repeated for credit.

**Music Courses**

**MUS 101 - Fundamentals of Music**  
2 Credits
An entry-level music theory course designed to provide fundamental skills in music reading, music composition and sufficient keyboard technique to play a melody and accompany it with primary triads in various rhythmic patterns.

**MUS 121 - Music Appreciation**  
*2 Credits*

An entry-level course designed to acquaint the student with representative music and composers from various musical periods and styles as well as skill development in evaluation and listening through concert attendance and recordings of music. May be used to meet part of the General Education Fine Arts requirement.

**MUS 201 - Music Theory**  
*3 Credits*

Introduction to and practice in using melodic, harmonic, and rhythmic materials for analysis of existing music and for the creation of original music. The course assumes pitch and rhythm literacy, begins with scale systems, and continues through interval construction, triads, inversions, seventh chords, and other materials common to traditional harmonic practice. The course includes skill development in one of two areas: 1) Voice. Skill development in aural perception including rhythmic, melodic, and harmonic dictation; practice in sight singing, or 2) Keyboard Harmony. Skill development at the keyboard including a review of major and minor scales; chord inversions and progressions; chord voicing and practice at developing harmonic accompaniments using various rhythm patterns.

**Prerequisites:** MUS 101, placement exam, or instructor approval; Keyboard experience recommended.

**MUS 324 - History of Music I**  
*2 Credits*

A study of music and music literature from ancient times through the 20th century. Major musical developments are discussed as an expression of the general human condition of each historical age. A general survey of music, both ancient and modern, will be explored. Significant monuments of music will be explored in detail.

**Prerequisites:** MUS 101, MUS 121 or instructor approval.

**MUS 325 - History of Music II**  
*2 Credits*

A study of music and music literature from the Classical period to the Modern period. Major musical developments are discussed as an expression of the general human condition in each historical age.

**Prerequisites:** MUS 101, MUS 121, or instructor approval
MUS 326 - History of Music III
2 Credits

A survey of uniquely American music and music literature, including Jazz, Spirituals, Rock, Rap, and others.

Prerequisites: MUS 101, MUS 121 or instructor approval

MUS 327 - History of Music IV
2 Credits

An introduction to the history and literature of music in film and theatre. An exploration of the manner in which music is used to enhance themes of film and theatrical presentations.

Prerequisites: MUS 101, MUS 121, or instructor approval.

MUS 365 - Music for Teachers
2 Credits

Applications of music to the elementary classroom.

Nursing Courses

NUR 301 - The Patient Experience
4 Credits

This introductory course prepares the student to provide basic nursing care. The course parallels clinical training to receive certification as a nursing assistant and includes classroom study of the human experience of being a patient, helping interpersonal skills, and selected basic nursing concepts. Cultural sensitivity will be introduced.

NUR 302 - The Nursing Experience
2 Credits

This course introduces contemporary issues in health, health care, and nursing from an international, national, local, and professional perspective. The student explores the ways that the ethical, socioeconomic, and political problems of society impact health, health care, and nursing. The major nursing theorists will be introduced and the student will examine the diverse roles, professional issues, and responsibilities of nurses.

NUR 303 - Clinical Nursing I: Care of the Adult With Physical Illness
7 Credits

The student in this course will study fundamental nursing concepts and develop proficiency in beginning therapeutic nursing interventions. The course will foster understanding of chronic illness, care of the aging, rehabilitation, long term care, and end-of-life nursing. Physiological nursing assessment and intervention for
patients with selected conditions will be introduced. Theory is presented concurrent with skills laboratory (introductory assessment skills and nursing procedures) and clinical experience in long term care.

**NUR 304 - Integration of Pathophysiology and Pharmacology I**

3 Credits

This course explores processes common to all pathologies, and then systematically reviews pathophysiological changes in selected body systems. The course also provides an overview of pharmacology with systematic study of one representative drug in each drug category. Underlying disease processes and pharmacology are presented concurrent with discussion of nursing process in Clinical Nursing I.

**NUR 305 - Health Promotion**

3 Credits

This course begins with an examination of ways the nursing student can sustain and enhance his/her own physical, emotional, and spiritual health throughout the nursing curriculum. Evidence based information on health promoting activities will be examined. Holistic health measures will be discussed in this context. Essential health promotion activities throughout the lifespan will be explored, as well as current knowledge about effective health education and the challenges of behavior change. This course will include the opportunity to teach and develop health promoting relationships in various settings that may include schools, day care centers, senior centers and living facilities, community centers, and campus. Cross cultural competence will be stressed.

**NUR 313 - Clinical Nursing II: Care of the Hospitalized Adult With Acute Physical Illness**

7 Credits

This course continues the study of physiological nursing assessment and intervention initiated in Clinical Nursing I. Special emphasis is given to expanding the student’s understanding of the nursing process and clinical reasoning using case narratives that include stories of human illness experiences as well as clinical data. Theory is presented concurrent with skills laboratory (intermediate assessment skills and more complex nursing procedures) and clinical practice in the hospital setting.

**NUR 314 - Integration of Pathophysiology and Pharmacology II**

3 Credits

This course completes the examination of pathophysiological changes in the human body and examines pharmacology in greater depth with emphasis on clinical decision making. Underlying disease processes and pharmacological therapies are presented concurrent with relevant discussion of nursing process in Clinical Nursing II. Efficacy of herbal and other complementary remedies will be examined in this course.
NUR 341 - Psychosocial and Spiritual Caring
3 Credits

This course focuses on spiritual self-awareness, sensitive spiritual assessment, and caring spiritual interventions. Also introduced are selected concepts that focus on family assessment and intervention, as well as cross cultural assessment and culturally competent practice. This will be an interdisciplinary course taught with both nursing and social work students.

Prerequisites: REL 371 World Religions

Note: Cross-listed as SCW 341

NUR 401 - Clinical Nursing III: Care of People Living With Mental Health Challenges
4 Credits

This course examines mental health and strategies to enhance mental health of the healthy individual and family within their social and cultural context. Cross cultural understandings of mental health and illness will be examined. Skills in therapeutic communication and group dynamics will be developed. In addition, the course examines the most common psychiatric problems including their recognition, underlying biological and psychosocial dynamics, and effective interventions. The course includes clinical placements in outpatient and hospital settings.

NUR 402 - Clinical Nursing IV: Care of Children and Care of the Childbearing Family
8 Credits

In this course, the student studies both the family-centered care of children (pediatric nursing) and care of childbearing mothers and newborns (obstetrical nursing). Special emphasis is given to expanding the student’s understanding of the nursing process and clinical reasoning using case narratives that include stories of human illness experiences as well as clinical data. The student will develop sensitivity to the needs of families from diverse cultures. Theory is presented concurrent with skills laboratory (pediatric and obstetric assessment and nursing procedures) and clinical practice in hospital and outpatient settings.

NUR 403 - Nursing Research and Evidence-Based Practice
2 Credits

This course enables the student to understand the purpose of nursing research, to identify common research designs, and to critique common research studies. The student will become familiar with the ways that notable nursing research has influenced quality practice. Likewise, this course examines the rationale for nursing practice to be grounded in research and other sources of evidence and explores evidence-based practice.
NUR 404 - Leadership and Management
2 Credits

This course examines nursing leadership and management within contemporary health care services. Positive change, conflict management, delegation, supervision, and team building are emphasized. Professional responsibility and ethical practice are strongly emphasized.

NUR 405 - Clinical Nursing V: Senior Integration: Complex Care and Student Preceptorship
8 Credits

This culminating senior level course serves several purposes. Students will examine essential concepts and skills of nursing the critically ill and apply this to clinical placements where patients are receiving intensive care for highly unstable conditions. Care of the chronically ill, aging, and dying will be examined at the senior level. Students will have a half semester opportunity to practice in a clinical practicum site of their choice. This course will also incorporate an intensive NCLEX review to pass the licensing examination. In addition, this class will require laboratory hours to strengthen nursing assessment and intervention skills in preparation for professional practice.

NUR 406 - Community Nursing
4 Credits

The senior level course integrates student learning about health and illness to provide care that focuses on health promotion for entire communities and populations, as well as to provide individual and family focused care through practice in homes, clinics, shelters, and other community-based settings. The student will deepen ability to provide culturally competent care.

Philosophy Courses

PHL 201 - Introduction to Philosophy
3 Credits

Introduces the beginning student to the discipline, divisions, vocabulary and principal issues of philosophy. The course singles out ontology (being) and epistemology (knowledge) for special emphasis and utilizes excerpts from the writing of both classic and contemporary philosophers to illustrate the historical movement of thought.

PHL 361 - Introduction to Ethics
3 Credits

This course will explore the theory and practice of ethics from the Christian perspective, including an overview of personal ethics and critical examination and discussion of major social ethical issues such as sexuality, abortion, the death penalty, cloning, and assisted suicide.
Note: Cross-listed as REL 361

PHY 101 - Principles of Physics
3 Credits

This course introduces the basic concepts of physics as illustrated in the areas of mechanics, heat, sound, electricity, light, and nuclear physics. This class will provide the students with many demonstrations and lab exercises which can be used in elementary and secondary schools.

Note: Lab fee; Lab section required.

Physics Courses

PHY 211 - General Physics I
4 Credits

This course includes such major topics as Newtonian mechanics, work, thermal energy, fluids, wave phenomena, and sound energy.

Prerequisites: MTH 097, MTH 123 recommended

Note: Lab fee; Lab section required

PHY 212 - General Physics II
4 Credits

A continuation of PHY 211. Topics such as light energy, electricity, magnetism, relativity, quantum mechanics, and radioactivity are studied in this class.

Prerequisites: PHY 211

Note: Lab fee; Lab section required

Prior Learning Assessment Courses

PLA 299 - Prior Learning Assessment
2 Credits

This course enables students to define, state, evaluate, and present a portfolio of college level learning they have acquired through experiences outside of the traditional college classroom with the goal of receiving college credit for that learning.

Prerequisites: Bachelor of Science degree students only.

Note: Offered Pass/No-Pass only
Political Science Courses

PSC 201 - Introduction to American Government
3 Credits

Introduction to the nature and functions of government in the United States. An analysis of structures parallels a discussion of contemporary issues.

**Note:** Cross-listed as HST 201

PSC 365 - International Relations: Ethics
3 Credits

This course helps students understand the world we live in by highlighting the important global issues we face today. In order to do so, one important aim is to familiarize students with the patterns and overall structure of international relations. In addition, students will be asked to view world politics through the eyes of different people and understand their concerns and priorities.

Psychology Courses

PSY 201 - Principles of Psychology
3 Credits

This course examines the study of human behavior, its principles, and terminology; a study of the mental growth of individuals, learning theory, personality, motivation, and individual differences.

PSY 202 - Applications in Psychology
2 Credits

This course builds upon the content of PSY 201 and applies it to human development in the context of society. Students are encouraged to identify and apply basic psychological principles to life situations and to their potential future professions.

**Prerequisites:** PSY 201

PSY 231 - Research and Statistical Techniques
3 Credits

An overview of research and statistical techniques: experimental design, sampling, data gathering, central tendency, differences between groups, analysis of variance, chi-square and proportions, non-parametric test, regression, correlation, special applications to problems in the natural and social sciences and business.

Pre-requisites: MTH 097, MTH 124 recommended

Notes: Cross-listed as MTH 231, SOC 231
PSY 232 - Educational Psychology  
2 Credits

Examines basic learning theories and processes with application to aspects of classroom teaching and learning. Emphasis is given to learning styles and ways to individualize education. Assessment procedures are introduced with focus on standardized tests.

**Prerequisites:** PSY 201

**Note:** Cross-listed as EDU 232

PSY 251 - Seminar  
1 Credit

A reading and discussion course that has topics of general interest to both psychology majors and general audiences. Upper division credit will require greater participation. A chance to explore new ideas and current research with faculty and other students without prerequisites.

**Note:** Offered Pass/No pass only; May be repeated for credit in accordance with the Seminar policy.

PSY 288 - Departmental Seminar  
1 Credit

A reading and discussion course that has topics of general interest to both psychology majors and general audiences. Upper division credit will require greater participation. A chance to explore new ideas and current research with faculty and other students without prerequisites.

**Note:** Offered Pass/No pass only; May be repeated for credit in accordance with the Seminar policy.

PSY 312 - Human Sexuality  
3 Credits

This course provides an introduction to human sexuality, including the psychological and physiological aspects of sexuality. Students will study human sexuality from a developmental and relational point of view.

**Prerequisites:** PSY 201

PSY 321 - Human Growth and Development  
3 Credits

An investigation of human development from conception throughout the lifespan. Special emphasis upon determinants of development, review of theoretical viewpoints, stages of development, growth and functioning of intelligence, and special developmental problems.
**Prerequisites:** PSY 201.

**PSY 341 - Adolescent Psychology**  
*3 Credits*  
An investigation of human development during the adolescent years. Emphasis upon physical, mental, and emotional growth. Special attention to growth and cultural factors which can make adolescence a time of stress.

**Prerequisites:** PSY 201, PSY 321.

**PSY 342 - Marriage and Family Life**  
*3 Credits*  
This course provides an overview of the family as a system and social institution. Marital needs and benefits are also studied. Particular attention will be given to the psychological health of family members and family dynamics.

**Prerequisites:** PSY 201

**Note:** Cross-listed as SOC 342

**PSY 343 - Psychology of Personality**  
*3 Credits*  
This course will foster an understanding of the current theories of personality. Also explored will be the application of personality theories in personality and temperament testing.

**Prerequisites:** PSY 201

**Note:** Offered every other year

**PSY 350 - Counseling**  
*3 Credits*  
A survey of counseling and interviewing procedures as well as the study of recent contributions of psychological theory to counseling techniques.

**Prerequisites:** PSY 201

**PSY 351 - Adult Development**  
*3 Credits*  
This course exposes students to theories and research related to the developmental process in early, middle, and late adulthood.

**Prerequisites:** PSY 201, PSY 321
**PSY 353 - Parenting and Parent Education**  
*3 Credits*

A critical study of the current research and concepts on parenting children from infancy through adolescence. Preparing curriculum and facilitating parent education programs will also be a focus of this course.

**Prerequisites:** PSY 201

**PSY 362 - Social Psychology**  
*3 Credits*

Social psychology is defined as the scientific study of how individuals think, feel, and behave in social situations. This course is an examination of the foundations of personality and the interplay of culture and personality, as well as the behavior of groups.

**Prerequisites:** PSY 201

**Note:** Cross-listed as SOC 362

**PSY 390 - Children With Exceptionalities**  
*2 Credits*

Introduction to PL94-192 and exceptional children with a focus on techniques for adapting materials, curriculum and teaching strategies, the exceptional child’s family, and community resources.

**Prerequisites:** PSY 201

**Note:** Cross-listed as EDU 390

**PSY 391 - Pre-Internship Seminar**  
*1 Credit*

This course is required for students planning to complete a psychology practicum. Students will obtain a site for the practicum during fall semester, which will then be completed in spring semester.

**PSY 401 - Person-Centered Communication**  
*3 Credits*

Communication skills are presented and experienced through class involvement. These will include interpersonal relationships with individuals and groups. This course is designed for students in programs that involve communication with people. It is not limited to students in education and professional church work programs.

**Prerequisites:** PSY 201
Note: Cross-listed as EDU 401

**PSY 412 - Neurological Psychology**
3 Credits

This course will study the brain and its functions as they relate to human behavior. Particular attention will be placed on brain abnormalities that can lead to mental illness.

**Prerequisites:** PSY 201

Note: Offered every other year.

**PSY 422 - Psychology of Sport and Physical Activity**
3 Credits

This course will focus on the psychological factors related to participation and adherence in sport and physical activity. Students will explore how social and psychological variables influence participation and performance in sport and physical activity and how participation in sport and physical activity affect the psychological well-being of the individual.

Note: Cross-listed as HPE 422

**PSY 432 - Experimental Psychology**
3 Credits

A critical advanced examination of the principles of research design, research methods, and testing in the field of psychology.

**Prerequisites:** PSY 201, PSY 231 or Instructor approval

**PSY 434 - Abnormal Psychology**
3 Credits

A survey and evaluation of disorders of personality and behavior. Includes a review of diagnostic techniques, preventive programs, biological and psychological therapies, logical therapies, and other strategies of intervention.

**Prerequisites:** PSY 201

**PSY 440 - Multicultural Counseling and Education**
3 Credits

This course introduces the student to the theories and practice of multicultural counseling and intercultural communication by examining the cultural diversity in our classrooms and communities, defining similarities and differences in perceptual and communication style, and investigating cultural adaptation and intercultural communication skills. It examines parent and community involvement as resources that enhance the multicultural counseling and education processes.
Note: Cross-listed as EDU 440

PSY 451 - Seminar
1 Credit

A reading and discussion course that has topics of general interest to both psychology majors and general audiences. Upper division credit will require greater participation. A chance to explore new ideas and current research with faculty and other students without prerequisites.

Note: Offered Pass/No pass; May be repeated for credit in accordance with the Seminar policy

PSY 457 - Growth and Development of the Young Child
2 Credits

This course studies human development from conception through age eleven. Over the term, students will increase their understanding of developmental principles and theories as they explore biological and environmental factors that influence physical, cognitive, social and emotional development.

Prerequisites: PSY 201

Note: Cross-listed as EDU 457

PSY 480 - Group Process
3 Credits

Experiential approach to group process skills, including reading in theory and application to group theory.

Prerequisites: PSY 201

PSY 487 - Senior Thesis
3 Credits

Required of students majoring in psychology with a preparation for graduate school concentration. Students will develop an academic thesis and defend it before students and faculty.

Prerequisites: PSY 492, Department Chair approval

PSY 488 - Seminar
1 Credit

A reading and discussion course that has topics of general interest to both psychology majors and general audiences. Upper division credit will require greater participation. A chance to explore new ideas and current research with faculty and other students without prerequisites
Note: Offered Pass/No Pass only; May be repeated in accordance with the Seminar policy.

**PSY 491 - Psychology Internship**  
5 Credits

This course provides a supervised field placement along with a psychology seminar. The intent of this course is to give the psychology major significant experience towards applying classroom learning.

**Prerequisites:** Department Chair approval

Note: Offered Pass/No pass only.

**PSY 492 - Senior Thesis Preparation**  
1 Credit

This course is required for students planning to complete a senior thesis. The product of this course will be a thesis proposal.

**Prerequisites:** PSY 201, PSY 231, PSY 432.

**PSY 493 - Psychology Thesis Part I: Literature Review and Experimental Design**  
2 Credits

**Prerequisites:** PSY 201, 231, 432, 492

**PSY 494 - Psychology Thesis Part II: Research, Thesis Writing, and Defense**  
2 Credits

**Prerequisites:** PSY 493

**PSY 496 - Psychology Practicum**  
3 Credits

A departmental specific course.

**Prerequisites:** PSY 201, PSY 231, Department Chair approval

Note: Offered Pass/No pass only

**Religion Courses**

**REL 211 - History and Literature of the Old Testament**  
3 Credits

This course surveys the origins and early history of the religion of ancient Israel and early Judaism. The main objectives are to comprehend the circumstances and
causes of the emergence of this religion, to trace its major early developments, to
describe the beliefs and practices of ancient Israelite and early Judaism, to
understand the books of the Hebrew Bible within their historical and canonical
context, and to appreciate how these writings function as Holy Scripture in religious
communities, both in the ancient world and today.

**REL 221 - History and Literature of the New Testament**

3 Credits

This course surveys the foundational texts of Christianity, their context, origins,
genre, and content. The main objectives are to equip the student to undertake the
study of theology at the university level by understanding authoritative Christian
literature within its historical and canonical context, and to appreciate how these
writings function as Holy Scripture in Christian communities, both in the ancient
world and today.

**REL 275 - Outreach, Assimilation, Visitation**

3 Credits

Students will identify how they, as Christians, can participate in outreach to seekers
and the unchurched. The diverse components of a congregation’s evangelism
ministry will be discussed, while considering various methods and resources for
that ministry. Primary emphasis will be on helping students understand the
importance of the role of every Christian in evangelism, so that they can move into
congregations to motivate and educate members, developing and implementing an
effective and intentional ministry of evangelism. "Evangelism is the content,
education is the process."

**Prerequisites:** REL 211 or REL 221

**Note:** Cross-listed as CED 275

**REL 276 - Personal Care Ministry**

2 Credits

Introduces students to active listening, spiritual resources in crisis situations,
helping people care, peer counseling, and hospital visitation. Some field work in a
local hospital will be required.

**REL 288 - Departmental Seminar**

1 Credit

A seminar on a current issue in theology, ministry, or a mutual relationship with
another discipline. Topic will be announced in advance of each seminar offered.

**Note:** Offered Pass/No pass only; May be repeated in accordance with the Seminar
policy
REL 315 - Old Testament Writings
2 Credits

Students will study selected books of the Old Testament in depth; Psalms, Deuteronomy, Old Testament Prophets, etc. This course topic will vary each semester.

Prerequisites: REL 211 or REL 221

REL 325 - New Testament Writings
2 Credits

Students will study selected books of the New Testament; Synoptic Gospels, Revelations to John, etc. Course topics will vary each semester.

Prerequisites: REL 211 or REL 221

REL 331 - The Christian Faith
3 Credits

An exploration of the various teachings of the Christian faith, including the doctrines of God and atheism, the relationship of Christianity to the world religions, creation, the person and work of Christ, the work of the Holy Spirit in Christian life, in Scriptures, the church, ministry, sacraments, and the return of Christ to usher in the kingdom of God. We will approach these teachings from the Lutheran perspective, using also the Lutheran confessions, but will compare other denominational views of doctrinal issues.

REL 335 - Trends in Modern Theology
2 Credits

A study of the development of major religious trends from the Reformation to the present, especially as reflected in some of the leading theologians and philosophers, from Luther and Kant to Bultmann and Hans Kueng. These religious developments will be examined in relation to their various historical and cultural contexts.

REL 336 - The Church at Work in Mission
2 Credits

An introduction to the mission of the Church from the time of Jesus to the most recent strategies used at home and overseas. Students will discover their own roles in the mission of the Church, but will be able to analyze the characteristics of a healthy missionary congregation.

Prerequisites: REL 211 or REL 221

REL 341 - Art in the Christian Church
2 Credits

A hands-on study of traditional and new church symbols from early Christianity to
the present. Students explore various artistic ideas for worship today. The course applies to teachers, directors of education, pastors, and lay people.

**Note:** Lab fee; Cross-listed as ART 341

**REL 349 - Renaissance and Reformation**

3 Credits

An introduction to the major themes and issues of the Renaissance and Reformation, approximately 1350-1550. The first half of the course explores the Italian origins of the Renaissance, humanism and the politics, literature and fine arts of the period. The second half focuses on Reformation Europe, the Protestant reform movements in Germany, Switzerland and England as well as the response by the Roman Catholic Church.

**Note:** Cross listed as HST 349

**REL 351 - Religion in American Life**

3 Credits

A study of the history and character of the principal religious traditions of the United States, with special emphasis upon contemporary issues involving religion and society.

**Note:** Cross-listed as HST 351

**REL 352 - Church History I: Early Church to Reformation**

3 Credits

This course provides the student with a basic understanding of the history of the Christian Church in its early formative years until the Reformation period. The course covers the intellectual, artistic, liturgical, organizational, devotional, and mission activities of the church, utilizing primary source materials. Emphasis is given to inspiring figures of the era and the challenge they bring also to our contemporary church work.

**REL 353 - Church History II: Reformation to Today**

3 Credits

This course explores the history of the Christian Church from era of the Reformation through the present, with special attention paid to broad movements which continue to impact the religious scene in much of the world, but especially in North America. Extensive readings in original documents will facilitate an ability to grasp the thought and importance of various figures as well as build critical thinking skills associated with the study of History.

**REL 354 - Ministry in the Pacific Northwest**

2 Credits

The course will discuss the issues of ministry peculiar to the Northwest, studying
the particular geography and history of the region. Students will study the social issues of particular concern to the peoples of the region and the effective models of ministry that have been developed, as well as developing their own.

**REL 361 - Introduction to Ethics**  
**3 Credits**

This course will explore the theory and practice of ethics from the Christian perspective, including an overview of personal ethics and critical examination and discussion of major social ethical issues such as sexuality, abortion, the death penalty, cloning, and assisted suicide.

**Note:** Cross-listed as PHL 361

**REL 371 - World Religions**  
**2 Credits**

This course introduces the student to the other major religious traditions of the world: Animism, Judaism, Islam, Hinduism, Buddhism, Taoism and Confucianism. Analysis of these religions includes their historical development, basic teachings and beliefs, practices, institutions and cultural expressions. Similarities and differences between various religious traditions as expressions of human spirituality are explored through lectures, discussions, guest speakers and field experiences.

**Prerequisites:** Recommended: REL 211 or REL 221

**REL 372 – Biblical Interpretation and Proclamation**  
**3 Credits**

The purpose of this course is to engage students in learning and practicing the steps of careful biblical interpretation, which is the task of hermeneutics. They will become familiar with various tools for biblical interpretation, and learn how to apply biblical insights in preaching and teachings settings.

**REL 380 - Christian Encounter with Other Religions**  
**2 Credits**

The course ¿Christian Encounter with Other Religions¿ enables students to increase their understanding of the relationships between Christianity and several other religions. The course will look at the basics of traditional Biblical Christianity and explore ways in which other religions parallel and diverge in thought, in belief and in practice. As a result the student will be able to see and appreciate the depth and breadth of Christianity as it relates to other religions as well as understand more clearly what makes Christianity unique.

**REL 381 - Field Experience in Mission Outreach**  
**3 Credits**

The student will prepare for a practical field experience in cross-cultural mission
through anthropological and sociological studies of culture and poverty. S/He will gain some skill in the language of ministry and research points of contact for effective witnessing.

**REL 389 - Classical Greece and Rome**  
**3 Credits**

This course offers an examination of the two cultures which laid the foundation for Western Civilization and Europe. The course will investigate the peoples of these cultures (from emperors to slaves), the diverse governments and social structures of Greek city-state (e.g. Athens and Sparta), hoplite and naval warfare, arts, literature, and philosophy, the Hellenistic expansion of Greek culture under Alexander the Great, the rise of the Roman Republic, the growth of Imperial Power under the Caesars, and the transformative impact of Christianity on the Greco-Roman culture.

**REL 401 - Faith for Life**  
**3 Credits**

This course provides a religion capstone experience toward CU’s goal of preparing leaders for the transformation of society. Students and instructor will apply basic Christian doctrines to the social issues of our pluralistic society and engage in significant research within at least one area of social need. The student will explore the nature of servant leadership and its implications for a meaningful life.

**Prerequisites:** REL 211 or 221, REL 371 (may be enrolled concurrently), Junior Status

**REL 411 - Early Christian Thought**  
**3 Credits**

This course surveys a particular body of literature produced by the Fathers of the Early Christian Church, covering topics such as Christian worship, ethics, persecution and martyrdom, Trinitarian and Christological theology, anthropology and soteriology, and biblical interpretation. We will consider how these writings have impacted medieval and modern Christian communities and theology.

**REL 422 - Music, Worship and Spirituality**  
**2 Credits**

The student will study the theology and history of Christian worship, spirituality, and the arts, especially music. S/he will learn to develop effective corporate worship experiences and to develop a personal practice of spiritual discipline.

**REL 431 - Lutheran Confessional Theology**  
**3 Credits**

An introduction to the historic Lutheran Confessions, the Lutheran confessional-theological tradition, and the various contemporary approaches to understanding the Confessions as a distinctive witness to the gospel and as a creative and normative resource for contemporary evangelical theology.
REL 480 - Religion and Literature
2 Credits

The goal of this course is to engage the student in a comparative study of selected
texts in a particular genre of classic literature, in order to probe their insights into
the major issues of human existence. In a given semester the genre may explore
fantasy literature such as C.S. Lewis’ Narnia, tragic literature such as Elie Wiesel’s
Night, or comedic literature such as Shakespeare’s As You Like It.

REL 488 - Departmental Seminar
1 Credit

A seminar on a current issue in theology, ministry, or a mutual relationship with
another discipline. Topic will be announced in advance of each seminar offered.

Note: Offered Pass/No Pass only; May be repeated in accordance with the Seminar
policy

REL 492 - Senior Thesis Preparation
1 Credit

This course is required for students planning to complete a senior thesis. The
product of this course will be a thesis proposal.

REL 493 - Religion Thesis Part I: Literature Review and Project Design
2 Credits

REL 494 - Religion Thesis Part II: Research, Thesis Writing, and
Defense
2 Credits

REL 496 - Senior Thesis
3 Credits

The senior thesis provides the student an opportunity to explore in greater depth a
particular theological and professional issue that is of interest to the student. The
student meets regularly with the student’s thesis advisor to write an original essay
of approximately 50 pages that addresses the problem or issue formulated during
REL 495. The student will defend the thesis before university faculty at the end of
the course.

Prerequisites: REL 495, Seniors only.

Science Courses

SCI 110 - Introduction to Science
3 Credits

An introduction to the empirical nature of science, with emphasis placed on
examining one or more current problems facing the world of life from a biological
and physical science perspective.

**Note:** Lab fee; Lab section required.

**SCI 112 - Environmental Science**  
3 Credits

A study of the critical state of the earth's environment and how humans affect and are affected by it.

**Note:** Lab fee; Lab section required.

**SCI 251 - Special Topics in Science**  
1 Credit

Brief courses that explore single topics of current interest in science.

**Note:** Offered Pass/No pass only; May be repeated for credit in accordance with the Seminar policy.

**SCI 451 - Special Topics in Science**  
1 Credit

Brief courses that explore single topics of current interest in science.

**Note:** Offered Pass/No pass only; May be repeated for credit in accordance with the Seminar policy.

**Social Work**

**SCW 251 - Introduction to Social Work**  
3 Credits

The purpose of this course is to introduce students to the profession of social work, including the goals, values and history of the profession. Students will have an opportunity to visit community agencies and begin to determine if social work is a profession they would like to pursue. Students will be introduced to the fields of social work and to the requirements and levels of social work practice.

**SCW 321 - Social Work Interviewing**  
3 Credits

This course prepares students to use a strengths-based perspective to interview clients in a variety of social work settings. Students will learn how to interview mandated clients and clients in crisis. The course includes hands-on practice in interviewing and uses videotaping to maximize student learning.

**Prerequisites:** SCW 251
SCW 341 - Psychosocial and Spiritual Caring
3 Credits

This course focuses on spiritual self-awareness, sensitive spiritual assessment, and caring spiritual interventions. Also introduced are selected concepts that focus on family assessment and intervention, as well as cross cultural assessment and culturally competent practice. This will be an interdisciplinary course taught with both nursing and social work students.

Prerequisites: REL 371

Note: Cross listed as NUR 341

SCW 351 - Human Behavior in Social Environments
3 Credits

This course provides an introduction to the various theories of human behavior and the social environment as a foundation for social work practice. The relationship among biological, social, psychological and cultural systems as they affect the "person-in-environment" will be examined.

Prerequisites: SCW 251

SCW 352 - Social Work Practice With Individuals, Families, and Groups
3 Credits

An introduction to the theories and skills essential for effective, beginning social work practice with individuals, families and groups, including the application of the problem-solving/solution-building process.

Prerequisites: SCW 251

SCW 353 - Social Work Practice with Communities and Organizations
3 Credits

An introduction to the knowledge, theories, and skills essential for effective, beginning social work practice with communities and service organizations. this course emphasizes social justice and planned change at the community and organizational levels.
Prerequisite: SCW 251

SCW 361 - Chemical Dependency and Addictive Behavior
3 Credits

A course designed to introduce the student to the area of chemical dependency by providing an overview of the social issues related to chemical dependency, examination of the social structure, and assessment and treatment methodologies.

Prerequisites: SCW 251 or instructor approval
**SCW 391 - Pre-Practicum Seminar**  
**1 Credit**

The purpose of this seminar is to prepare junior-level Social Work students to begin their first semester of social work practicum. Students will examine their career goals, the social work knowledge, skills and values they want to further develop, and the practicum settings where they will best be able to accomplish these goals. By the end of the seminar, students are expected to have finalized their practicum site and supervisor arrangements.

**Note:** Students should enroll in this course the semester immediately preceding their practicum.  
Prerequisite: SCW 251

**SCW 399 - International Study Tour**  
**3 Credits**

This two-week social work study tour is designed to give students the opportunity to learn and experience how social work is practiced in another culture. A Concordia faculty member will accompany students as they visit social service agencies and attend lectures given by social work faculty from that culture. Students will be able to explore how culture and values influence the social work profession and the delivery of social services. This course is generally scheduled for May in even years.

**SCW 421 - Social Work With Children and Adolescents**  
**3 Credits**

This course provides an exploration of social work practice with children and adolescents, including provision of services to children and adolescents in schools, groups, out-of-home placements, in nontraditional families, and families affected by illness or death.

**Prerequisites:** SCW 251 or instructor approval

**SCW 441 - Grant Writing**  
**1 Credit**

This seminar provides beginning skill instruction in the seeking and management of grants. Topics covered include grant-related concepts, investigating grant opportunities, research for grant development, proposal writing and presentation, and receiving and managing grants.  
Prerequisite: SCW 251

**SCW 451 - Seminar**  
**1 Credit**

Current advanced social work topics in a workshop format. Topics will be announced by the program director.
**Note:** Offered Pass/No-Pass only; Lab fee charged; May be repeated in accordance with the Seminar policy.

**SCW 471 - Social Research Methods**  
**3 Credits**

This is an introductory course to the scientific, analytic approach to building knowledge for practice. In this course students learn to develop and use empirically based knowledge, including both qualitative and quantitative methods. Students will also become informed consumers of research reports for the purpose of informing social work policy and practice.  
Prerequisite: SCW 251.

**SCW 472 - Social Welfare Policy**  
**3 Credits**

This course covers the history of the current structure of social welfare services and the role of policy in service delivery, social work practice, and the attainment of individual social well-being. Students will become equipped to participate in policymaking at the agency, local, state, and national level and be prepared to effectively analyze social policy.  
Prerequisite: SCW 251

**SCW 482 - The Professional Social Worker**  
**3 Credits**

This course focuses on issues related to beginning generalist social work practice. How do personal values relate to professional practice? How does one continue to develop professionally once working in the field? How can one do self care to avoid burnout? Since part of being a professional is understanding and adhering to a professional code of ethics, the NASW code of ethics will be examined, and students will develop strategies for dealing with ethical conflicts.  
Prerequisites: SCW 321, 351, 352, 353 and Senior status

**SCW 491 - Social Work Practicum/Seminar**  
**1 Credit**

This course is an educationally directed, coordinated and monitored field practicum focusing on the role of the generalist social worker. Senior level students spend 400 clock hours over two or more semesters in a supervised social work setting. The emphasis is on the student's application of the knowledge, skills and values developed in previous social work courses and through life experience. A seminar for practicum students will run concurrently. Practicum to be completed during student’s senior year.  
Pre-requisites: SCW 321, 352, 353, 391
Sociology Courses

SOC 211 - Principles of Sociology I
2 Credits

This course is an introduction to sociological principles, social institutions, social structure, social changes, and social and cultural trends.

SOC 212 - Principles of Sociology II
2 Credits

Applications of sociological principles to current issues in society.

Prerequisites: SOC 211 or Instructor approval

Note: A 3 credit version combining concepts introduced in SOC 211 is available for BacPac students only.

SOC 231 - Research and Statistical Techniques
3 Credits

An overview of research and statistical techniques: experimental design, sampling, data gathering, central tendency, differences between groups, analysis of variance, chi-square and proportions, non-parametric test, regression, correlation, special applications to problems in the natural and social sciences and business.

Pre-requisites: MTH 097. MTH 124 recommended

Notes: Cross-listed as PSY 231 and MTH 231.

SOC 321 - Sociology of Diversity
3 Credits

An examination of social and cultural diversity in American society. The etiology of institutional discrimination and individual prejudices are examined, with a focus on their effect upon human behavior and institutional performance.

SOC 342 - Marriage and Family Life
3 Credits

This course provides an overview of the family as a system and social institution. Marital needs and benefits are also studied. Particular attention will be given on the psychological health of family members and family dynamics.

Prerequisites: PSY 201

Note: Cross-listed as PSY 342

SOC 362 - Social Psychology
3 Credits

Social Psychology is defined as the scientific study of how individuals think, feel,
and behave in social situations. This course is an examination of the foundations of personality and the interplay of culture and personality, as well as the behavior of groups.

**Note:** Cross-listed as PSY 362

**SOC 492 - Senior Project Preparation**  
1 Credit

This course is required for students planning to complete a senior thesis or project. The product of this course will be a thesis or project proposal.

**SOC 496 - Sociology Practicum**  
3 Credits

A departmental specific course.

**Prerequisites:** Department Chair approval

**SOM COURSES**

**SOM 251 - School of Management Seminar**  
1 Credit

A seminar on a current issue in business, health care, social work, or a combination within those disciplines. Topic will be announced in advance of each seminar offered.

**Note:** Offered Pass/No pass only; May be repeated in accordance with the Seminar policy

**SOM 451 - School of Management Seminar**  
1 Credit

A seminar on a current issue in business, health care, social work, or a combination within those disciplines. Topic will be announced in advance of each seminar offered.

**Note:** Offered Pass/No pass only; May be repeated in accordance with the Seminar policy.

**Spanish Courses**

**SPA 101 - Spanish I**  
3 Credits

A study of the fundamental skills of listening, comprehension, and speech of the Spanish language and acquaintance with customs and culture.
SPA 102 - Spanish II
3 Credits

Continued development of the skills begun in SPA 101. Further emphasis on conversational skills.

Prerequisites: SPA 101

SPA 201 - Intermediate Spanish I
3 Credits

A study of the intermediate skills of listening, comprehension, and conversation of the Spanish language.

Prerequisites: SPA 102

SPA 202 - Intermediate Spanish II
3 Credits

Continued development of the skills begun in SPA 201.

Prerequisites: SPA 201

SPA 301 - Spanish Literature and Culture I
3 Credits

A study of the literature and culture of Spanish-speaking countries with a primary focus on Mexico and Mexican history. Included will be readings from Spanish literature. The course will be conducted entirely in Spanish.

Prerequisites: SPA 202 or Instructor approval.

SPA 302 - Spanish Literature and Culture II
3 Credits

This course is a continuation of SPA 301.

Prerequisites: SPA 301S

SPA 401 - Advanced Spanish I
3 Credits

A study of the advanced skills of listening, comprehension and conversation of the Spanish language.

Prerequisites: SPA 202 or Instructor approval
SPA 402 - Advances Spanish II
3 Credits

Continued development of skills begun in SPA 401.

Prerequisites: SPA 401 or Instructor approval

Theatre Arts Courses

TA 206 - Introduction to Theatre
2 Credits

Explore the role and activity of theatre in society. Introduces students to the major genres of drama and styles of production, as well as to the artists and artisans of theatre. A representative selection of plays is read and discussed. Students will also view and critique several live performances outside of class. This is an ideal foundation course for students of theatre and dramatic literature.

Note: Cross-listed as ENG 206

TA 216 - Stagecraft I
2 Credits

This course is an introduction to the theories and practices of technical production with specific emphasis on the engineering and construction of scenery and properties.

TA 317 - Children's Dramatic Literature
2 Credits

Students are introduced to children's drama as a powerful means of storytelling, an exciting form of performance, and a useful tool of arts education. A select number of scripts will be read and discussed. The course will culminate in a study of the process involved in adapting children's literature to stage.

Note: Cross-listed as EDU 317, ENG 317

TA 318 - Creative Dramatics
2 Credits

A study of drama as a means of encouraging and guiding the child's creative imagination. Techniques explored include children's theatre, storytelling, and improvisation. All students will have the opportunity to work with elementary school classrooms.
Writing Courses

WR 107 - English Composition (ESL)
3 Credits

English writing skills (grammar, punctuation, word usage, sentence construction) for baccalaureate-level international students. This course should be taken concurrently with WR 121. This class fulfills General Education requirements for non-native speakers of English.

Note: Co-requisite: WR 121

WR 115 - Writing Studio
3 Credits

WR 115 serves as a preparatory writing class for students who elect or are required to complete the course prior to enrolling in WR 121. The course focuses on foundational aspects of college writing and supports students' writing in other courses. Taken as WR 215, in preparation for WR 302, students produce a final portfolio of writing that meets self-identified goals. WR 115/215 may additionally use electronic media to enhance the individualized approach to writing used in this course.

WR 121 - English Composition
3 Credits

English Composition challenges students to be critical readers and writers of texts and culture across the curriculum. Students will practice a variety of rhetorical strategies as they develop responses to reading and class discussion about contemporary topics. Additionally, WR 121 introduces students to the conventions of MLA and APA documentation style and the principles of using the writing of others in support of their own argument.

Prerequisites: Evaluation of writing skills

WR 210 - Writing Center
1 Credit

Students who wish to work in the writing center are required to take this training course. The class focuses on understanding the writing process, working with students on revision and editing practices, and meeting writing center staff responsibilities.

WR 215 - Writing Studio
3 Credits

Taken as WR 215, in preparation for WR 302, students produce a final portfolio of writing that meets self-identified goals. WR 115/215 may additionally use electronic media to enhance the individualized approach to writing used in this course.
WR 303 - Rhetorical Approach to Literature and Culture
3 Credits

Students will learn and practice explication and research skills for writing about literature, including introduction to contemporary critical methodology and literary review. The course will use a variety of short and long literary texts as the basis for reading, writing, and discussion.

Prerequisites: WR 121

WR 304 - Creative Non-Fiction: Art of the Essay
3 Credits

Students will practice the art of creative non-fiction writing in both long and short review and personal essays. Reading will consist of both classic and contemporary texts at the instructor's discretion.

Prerequisites: WR 121

WR 305 - Journalism
3 Credits

Students will be introduced to the basics of journalism and feature writing. They will conduct research through conventional academic forums as well as learn interviewing and primary data gathering strategies. Students will write short reviews and news articles as well as a long, feature report project.

Prerequisites: WR 121

WR 306 - Technical Writing
3 Credits

Students will write a variety of technical and/or scientific reports, case studies, research proposals, and technical documents. The course will not be redundant of BA 259, nor will it be focused exclusively on standard business communications.

Prerequisites: WR 121

WR 352 - Creative Writing
3 Credits

An introduction to the principles of short story and poetry writing. Students will read a variety of classic contemporary models, engage in journal writing, workshop discussion, and individual conferencing in the development of their portfolios. Publishing opportunities and protocols also discussed.

NOTE: Students wishing to do a creative writing thesis as their senior project should take this course as early as possible in their course work.

Prerequisites: WR 121, Upper division writing course
Note: May be repeated once for credit

WR 397 - Curriculum and Instruction: Writing
3 Credits

For students who will be teaching English/Language Arts in the high school, junior high school, or middle school, this course is designed to familiarize them with the topics they will be required to know and teach as they help secondary students become articulate and thoughtful writers.

Prerequisites: WR 121, Upper division writing course recommended

Note: Cross-listed as EDU 397

GRADUATE COURSES

Business Courses - Graduate

BA 552 - Business Law
3 Credits

This course investigates legal concepts and principles affecting business organizations and commercial transactions. Key topics focus on those factors influencing management decisions such as contracts, agencies, partnerships, corporations, and real property.

BA 553 - Nonprofit Management
2 Credits

Approximately 30% of today's organizations are considered nonprofit. While many concepts and practices are similar to private-sector organizations, being a nonprofit also creates many differences. This course introduces key elements of nonprofit management activities. Focus is given to development of needs assessments, program evaluation, program strategies, long- and short-term planning, goal setting, recruitment and training, motivation and supervision.

BA 554 - Production and Operation
3 Credits

This is an intense examination of the key concepts, quantitative techniques, and practices applied by world managers in the production of goods and services. It includes the study of behavioral methods, input/output relationships, system/facility design, scheduling and modern inventory control systems, management information systems, and facility location.

Note: Students should possess proficiency in Microsoft Excel and Quantitative Analysis
BA 555 - Risk Assessment
3 Credits

This course is designed as a "hands-on" introduction to risk analysis or the systematic evaluation of decision problems involving uncertainty. It is intended to enhance the student’s ability to solve complex management problems and to make decisions under conditions of uncertainty, competing objectives, and complicated constraints through the use of formal modeling and quantitative analysis techniques. A key element of this course is the use of microcomputers and commercially available software as tools for performing quantitative risk analysis.

Note: Cross listed as ENV 555

Note: Students should possess proficiency in Microsoft Excel and Quantitative Analysis

BA 556 - Fundraising and Grant Writing
2 Credits

This course investigates the concepts of grants, investigating grant opportunities, research for grant development, writing grants, receiving and managing grants. Emphasis is also given to skills required for direct solicitation fundraising programs, such as annual fund drives, special events, phone-a-thons, direct mail campaigns and planned giving activities. Students will learn to conduct donor/prospect research and make effective appeals to donors, develop fundraising plans and design positive promotional materials.

BA 571 - Starting New Ventures
3 Credits

This capstone course in entrepreneurship is a critical study of how to plan, organize, implement, and control a small business, including the production of a comprehensive business plan, performance development, and operational projections. It provides an in-depth look at target customer identification, market research, location and layout planning, risk analysis, human resource and financial management, promotion and selling, and day-to-day operations.

Note: Students should possess proficiency in Finance

BA 572 - Entrepreneurial Finance
3 Credits

This course examines financing options available to an entrepreneurial venture as well as the financial management, resource development and organizational structures for the emerging small or family business. Financing sources follow the life cycle of the business from start-up through angel investors, venture capital, bank lending, government programs, asset based lending, and franchising to the initial public offering (IPO). The focus is on methods of valuation and negotiation strategies used in entrepreneurial finance.
Note: Students should possess proficiency in Finance

Education Courses - Graduate

EDU 500 - Professional Planning Seminar
1 Credit

During the first or second semester of program matriculation, all candidates in all programs are required to complete the Professional Planning Seminar (PPS). This seminar outlines the candidates’ personal and professional goals, and lists the activities that will be pursued to meet these goals. The candidate, the university supervisor, and the school or district supervisor work collaboratively to develop an individualized plan (i.e., Professional Education Plan, PEP) for the support and continuing professional development of the classroom teacher, school or district level administrator. The plan is based on a pre-assessment of the candidates’ skills, competencies, and work environment. The plan will include, but is not limited to, a mentoring component, portfolio development, professional course work, and, in the M. Ed. and Continuing Administrator/Initial Superintendent programs, at least one professional development activity that will address the standards for a continuing license. Students must complete the admissions process to the university and to the program to receive a final grade for this course.

Note: Available on-campus and online

EDU 502 - Developing Character Through Curriculum
3 Credits

This course will provide teachers with the resources and skills necessary to integrate character themes and character development into their school curriculum. It provides a forum in which to discuss and develop one’s own moral perspectives on the basis of generally accepted criteria.

Note: Available on-campus and online

EDU 503 - Issues of Advocacy in ECE
3 Credits

This course provides an overview of the field of early childhood education by exploring its past, present and future. Significant issues focusing on advocacy for children and families will be addressed in terms of the interpretation of research, philosophical approaches, and application of theory. Students will become familiar with advocacy for children and families at the local, state, and national levels.

EDU 504 - ECE: A Constructivist Approach
3 Credits

This course focuses on curriculum development in pre-kindergarten and the primary grades from a constructivist perspective. Emphasis is placed on facilitating child-centered learning and implementing authentic assessment practices within State prescribed standards and benchmarks. This course is specifically designed for
classroom teachers willing to explore the opportunities of project-based learning.

**EDU 505 - Play in Early Childhood Education**  
*3 Credits*

This course focuses on the relationship between play and learning for young children (birth through age eight). It is based on the philosophy that children construct knowledge while actively engaged in the process of understanding the world around them. Strategies for implementing play opportunities in the pre-school and primary curriculum will be accentuated in order that the student may create a classroom environment that supports playful learning.

**EDU 509 - Effective Classroom Climates**  
*3 Credits*

This course is designed for students new to teaching and for those who need additional information regarding the complexities of comprehensive classroom management. The course is designed to provide the student with an understanding of the different philosophies of classroom management and the social and school factors that influence student learning and behavior. The course will share a range of practical strategies that ensure a well-managed classroom, emphasize the critical connection between instruction and classroom management, and illustrate how the classroom system can be coordinated to the larger school system. In addition, candidates will develop a professional portfolio to be used with their current or future teaching assignments.

**EDU 514 - Instructional Analysis HPE**  
*3 Credits*

In this course, experienced health and physical educators will learn to analyze and evaluate systematically the quality of their teaching skills. Through a variety of lab exercises, as well as reading the professional literature, students will be able to assess their own instructional strategies and gain new perspectives on observing the learning experiences of their students.

**EDU 515 - Issues and Research in HPE**  
*3 Credits*

This course will challenge the experienced educator to review, discuss, synthesize, and apply current issues and research pertinent to the teaching of health and physical education. Students will utilize technology to assist in the search, development, and presentation of individual and collaborative projects. Learning activities will promote the development of a new repertoire of instructional and evaluative techniques at Level 3 or 4 (middle and secondary schools) and will include strategies for meeting the needs of a diverse student population, including students with special needs.
EDU 516 - Alternative Assessment in HPE
2 Credits

In this course experienced health and physical educators will examine authentic and alternative methods of assessing student learning and holding students accountable to local, state, and national standards. Students will discuss how to integrate CIM benchmarks into health and physical education.

EDU 517 - Innovative Curriculum in HPE
2 Credits

The goal of this course is to examine innovative curriculum models and activities related to the field of health and physical education. Specifically, the course will examine programs and scholarly research in the related field and directly apply concepts learned to existing and/or prospective programs and facilities. Students will examine psychological effects in the use of innovative curriculum methods.

EDU 518 - Managing Behavior Issues in HPE
2 Credits

In this course experienced health and physical educators will learn to develop a repertoire of practical consequences to use when students misrepresent classroom expectations. The processes and strategies presented will enhance teacher self-confidence and student self-esteem; invest in student social problem solving and self-regulation as serious components of the health and physical education curriculum and instruction and to enhance mediation skills with students.

EDU 519 - Diversity in HPE
2 Credits

In this course students will have the opportunity to identify, synthesize, and debate the problems and possible approaches to deal with problems confronting schools. Special emphasis will be placed on examining curriculum, strategies, and behaviors that assist in this course. Students will have the opportunity to identify, synthesize, and debate the problems and possible approaches to deal with problems confronting schools. Special emphasis will be placed on examining curriculum, strategies, and behaviors that assist in creating an inclusive and positive learning environment for individuals with disabilities and individuals from diverse ethnic and cultural backgrounds.

EDU 520 - Curriculum Design and Assessment
3 Credits

This course will provide students with an intensive study of pedagogical approaches and materials for teaching in schools, including state curriculum documents, curricular recommendations of professional associations, recommendations that have emerged from recent educational research, and recommendations of recent reform movements. Specific emphasis will be given to the study of alternative approaches to curriculum theory, design, practice, and evaluation. Educators will apply theory to their own classroom and school settings at the early childhood,
elementary, middle school, or high school levels.

**Note:** Available on-campus and online.

**EDU 530 - Educational Technology**

**2 Credits**

This hands-on, project-based course is designed to foster a demonstrated understanding of a constructivist approach to teaching with appropriate uses of technology for elementary and middle school teachers. Topics will include how technologies foster learning, understanding issues and concerns important when implementing technology resources in schools and classrooms, current best practices for project-based learning with technology, strategies for authentic assessment, electronic portfolios, criteria for selecting appropriate educational software, participating in virtual learning communities, and awareness of the new international ISTE/NETS Educational Technology Standards for Teachers and Students.

**Note:** EDU 530D: A 3-hour section designed for inservice teachers of all authorization levels.

**EDU 534 - TESL Professional Planning Seminar**

**1 Credit**

Students in the Teaching English as a Second Language (TESL) program should plan to take the Professional Planning Seminar during their first semester whenever possible. This seminar outlines the candidate's personal and professional goals and provides students with a comprehensive plan for meeting those goals. Students will begin the process of assessing competencies necessary for the field of TESL/TEFL.

**EDU 535 - Theories of Teaching and Learning**

**3 Credits**

This course is designed to provide experienced, licensed teachers with the latest in psychological research findings that can be directly applied to the classroom. Topics will include the functions and anatomy of the brain and multiple intelligences. The course will bring together the most accurate depiction of how the brain works with the experience and expertise of classroom teachers.

**Note:** Available on campus and online.

**EDU 538 - ESOL Methods**

**3 Credits**

This course helps students develop skills needed to teach English to speakers of other languages. These skills include the ability to implement various methods of language teaching, the ability to develop curriculum materials in ESOL, the assessment of student proficiency in second language use, and the ability to involve parents and the community in second language education programs.
**EDU 539 - Linguistics**  
*3 Credits*

This course provides an in-depth study of the principles of linguistics (phonology, morphology, syntax, and semantics) from a historical, cultural, and socio-linguistics perspective.

**EDU 540 - Multicultural Counseling and Education**  
*3 Credits*

This course introduces the student to the theories and practice of multicultural counseling and intercultural communication by examining the cultural diversity in our classrooms and communities, defining similarities and differences in perceptual and communication style, and investigating cultural adaptation and intercultural communication skills. It examines parent and community involvement as resources that enhance the multicultural counseling and education processes.

**EDU 541 - ESOL Curriculum and Technology**  
*2 Credits*

This course examines the teaching of English to speakers of other languages (ESOL) from the perspective of curricular design and educational technology. An understanding of issues and resources related to curriculum design and educational technology will assist participants in planning ESL programs and equipping students with appropriate media resources, and earning the ESOL.

**EDU 542 - Issues in a Bilingual Society**  
*1 Credit*

This seminar examines the teaching of English to speakers of other languages (ESOL) and bilingual education from the perspective of community relations, including the knowledge of local, state and federal laws pertaining to educating students with limited English proficiency. It also investigates a variety of methods that successfully promote school-community cooperation.

**EDU 543 - ESOL Assessment**  
*2 Credits*

This course examines the teaching of English to speakers of other languages (ESOL) from an educational assessment and evaluation perspective. An understanding of issues and resources related to this topic will assist participants in planning ESL programs, equipping students, teachers and the community with the appropriate instructional resources, and earning the ESOL.

**EDU 544 - English Grammar and Structure**  
*3 Credits*

This course provides an in-depth study of the structure of English. Students will examine the role of grammar in language acquisition and learn methods of teaching grammar both deductively and inductively.
EDU 545 - Strategies for Teaching English  
3 Credits

This course focuses on language teaching strategies, techniques, drills, and activities based on the latest research in language acquisition theories. This course provides content specific strategies for teaching all the language skills: reading, writing, listening, and speaking. In addition, students will examine the roles of grammar and vocabulary in language learning.

EDU 546 - TESL Methods  
3 Credits

This course provides students with a foundation in key concepts necessary for the field of TESL. Students will learn current theories related to second language acquisition, the nature and importance of learner variables, and the history and development of methods of teaching language.

EDU 547 - TESL Educational Assessment  
2 Credits

This course provides a comprehensive survey of the essential principles of assessing second language learning and provides students with the critical tools that they will need as teachers to evaluate performance fairly and effectively. Students will examine assessment for all four language skills- listening, speaking, reading, and writing - and will explore standardized tests and standards-based assessment.

EDU 550 - Educator as Counselor  
3 Credits

Experienced teachers know that they can teach almost anything. Yet, many have a desire to get to know their students more personally. This course is designed to improve the ability of teachers to adopt a counseling approach for the purpose of helping their students.

EDU 560 - Human and Financial Resources  
3 Credits

This course will introduce the techniques used to guide, motivate, delegate, build consensus, and lead others in the achievement of results. Human and fiscal resources and maximizing their use will be explored. Students will study finance, accounting practices, budget reporting procedures for faculty, board members, and district officials.

Note: Available on campus and online.

EDU 561 - Language Development  
3 Credits

This course focuses on strengthening the elementary school teacher (levels ECE-ML) in the diverse classrooms. In addition, attention is given to language
development and to the adaptation of instruction for LEP and other special needs students.

EDU 567 - Teaching Career/Technical Education  
3 Credits

This course introduces new career and technical teachers to the essential skills and competencies necessary to create student-centered learning environments. Candidates will review the current and historical perspectives of career and technical education (CTE), be assigned a mentor, and will learn to design and deliver effective CTE lessons and courses. This class is part of a preparation program that meets Oregon Teacher Standards and Practices requirements for a three-year Professional Technical License outlined in OAR 584-042-0006.

Note: Available on-campus and online.

EDU 569 - CTE Seminar  
1 Credit

The seminar is a hands-on, activity driven learning experience focused on professional development in specific career and technical education topical areas. The topic is announced the preceding semester by the program director, is offered pass/no pass, and is repeated three times for CTE certified students.

EDU 571 - Web-Enhanced Curriculum  
3 Credits

Web-Enhanced Curriculum is a hands-on, project-based course designed to foster a demonstrated understanding of a constructivist approach to teaching with appropriate uses of technology, within the educator’s specific content area and/or grade level. Topics will include how technologies foster learning, computers as ‘mind tools’, electronic portfolios, WebQuest, Virtual Field Trips, strategies for authentic assessment, creating and managing classroom web sites, participating in virtual learning communities, NETS/ISTE International Educational Technology Standards for Teachers and Students, and contemporary issues associated with information literacy and using the Internet in the classroom.

EDU 573 - Equity and Access in School Law  
3 Credits

In her opinion for the landmark Supreme Court decision supporting affirmative action programs, Sandra Day O’Connor issued a "25 Year Challenge" to end the need for affirmative action programs in education. In this course we will examine the relationship between educational inequities and access. Can this challenge be met? What is the role of education and schools of education in addressing various forms of inequality? Should education or schooling be seen not as THE "solution," but perhaps as contributing to the "problem?" What other societal issues and challenges affect our public educational system? How can we examine where we’ve been, not only in the last 50 years and where we are going in the next 25 - but how does this time period reflect what the Founding Fathers saw for us? Are we (as a
community and as educators/policymakers/scholars) heading in the right direction so that affirmative action programs may not be necessary in 2028? What are our visions for the next 25 years in terms of education, access, equality and social justice?

EDU 576 - Technology Transforms the Arts
3 Credits

Students will discover how current technologies are transforming elementary classrooms in the areas of music, art, and theatre. Students will explore current applications in the "technologically-rich" fine arts classroom, as well as use technology as a resource for personal and professional growth. Students will also have the opportunity to network with other professional educators worldwide.

EDU 577 - Hands-On Math and Science
3 Credits

This is a practical class designed for in-service teachers interested in developing specific models and strategies for integrating math and the sciences. Participants are required to design and construct a curriculum fusing these two disciplines for their own classroom use.

EDU 578 - Social, Political, and Cultural Issues
3 Credits

This course examines the voyage of public education from its early beginnings to its current role and impact on American society as it addresses factors that have led American education to its current role in society. Candidates will examine the significant impact legal, social, political, ethical, cultural and economic issues have played in shaping the current learning community. Through research and collegial discussion, candidates will also hypothesize future issues that may confront schools, and will investigate individuals and interest groups that influence and develop educational policy and practice. Special emphasis will be placed on societal values and concerns that influence schools in a democracy and their role in determining schools' policies.

EDU 580 - Teaming Language Arts/Social Studies
3 Credits

This is a practical class designed for in-service teachers interested in developing special models and strategies for integrating the language arts and social studies. Participants are required to design and construct a curriculum fusing these two disciplines for their own classroom use.

EDU 581 - Organization and Management of Reading Programs
3 Credits

This course studies the role of the reading specialist as a curricular leader, a staff developer, and as a reading professional. A 30-hour supervised practicum is required.
Note: Available on-campus and online.

**EDU 582 - Diagnosis and Assessment of Reading**
3 Credits

This course discusses the reading process and the factors that influence its development, the role of assessment to inform and adapt literacy instruction, the evaluation and use of formal and informal assessment tools for individual learners and groups of students, and the interpretation and communication of assessment results. A 30-hour supervised practicum is required.

Note: Available on-campus and online.

**EDU 583 - Advanced Techniques for Teaching Literacy**
3 Credits

This course explores the theoretical and knowledge bases of reading, includes literacy acquisition and the construction of meaning, then provides practical classroom applications and instructional practices. A 30-hour supervised practicum is required.

Prerequisites: EDU 582 or consent of instructor

Note: Available on-campus and online.

**EDU 584 - Young Adult and Children's Literature**
3 Credits

The student will have an overview of the authors, titles and genres of Pre-K through Grade 12 literature. The student will be able to match children and books for success, critique and assess literature, build an adequate and diversified collection of books, and determine appropriate readability levels of books and be aware of the current issues and trends in adolescent and children's literature.

Note: Available on-campus and online.

**EDU 585 - ESOL and TESL Practicums**
1 Credit

ESOL: This practicum is designed to help a student obtain English to Speakers of Other Languages (ESOL) endorsement. A minimum of 90 contact hours is spent in an assigned ESOL classroom. Candidates are assigned to classrooms and schools in accordance with their authorization levels. Practicum candidates create and teach one TSPC-required work sample. TESL: Candidates spend a minimum of 135 hours in ESL classrooms. Based on career goals, candidates may be assigned to K-12 classrooms, community college programs, and intensive academic ESL programs.

Note: Fee charged; Offered Pass/No pass only.
**EDU 586 - Current Issues in Literacy**

*3 Credits*

This course discusses current areas of concern being researched and debated in the field of reading and the teaching of reading, studies new techniques and procedures for reading instruction, and reviews new State and TSPC mandates for teaching and testing elementary students in the area of reading.

**Note:** Available on-campus and online.

**EDU 587 - TESL International Immersion Practicum**

*3 Credits*

This practicum gives TESL candidates the opportunity to teach ESL in a setting outside the United States. Students complete at least 4 weeks of full-time teaching at an approved institution abroad and complete an assigned curriculum project. Placements are made by the program director in conjunction with the candidate.

**Note:** Fee charged; Offered pass/no pass only.

**EDU 588 - Advanced Study in Child Development**

*3 Credits*

This course builds on the student's previous knowledge of child development by focusing on factors that affect the early development of young children. Emphasis will be placed on current research in the areas of brain development, language development, family and home environment, health and nutrition, as well as on moral development and faith nurturing. Students will also acquire skill in crisis management for young children and families and become familiar with social agencies that support children and families.

**EDU 589 - Emergent Literacy**

*3 Credits*

This course examines the development of literacy skills in young children, ages 0-8. Topics include the reading/writing connection, use of trade books and thematic literature, and current research in the field of literacy development.

**EDU 595 - Community of Learners**

*3 Credits*

This course is designed for M.Ed. candidates who work with students who come to the classroom with a variety of learning styles and cultural backgrounds.

**Note:** Available on-campus and online.

**EDU 597 - TESL Professional Assessment Seminar**

*1 Credit*

During the last semester of their program, candidates in the TESL program are
required to complete the Professional Assessment Seminar. This seminar gives students the opportunity to demonstrate their competence in the field through oral presentation of their research and completion of the Final Assessment of Competencies and portfolio. Students will also look at job opportunities in TESL/TEFL, prepare a professional curriculum vita, and examine ways to continue to grow professionally.

**EDU 598 - Professional Development**  
**1 Credit**

This activity is designed for teachers pursuing the continuing teaching license or the continuing administrator license. Particular attention in developing the activity will be paid to the candidates' authorization levels or administrative site and to those advanced competencies that the candidate documented in the Professional Education Plan (PEP).

**Note:** Fee charged; offered pass/no pass only.

**EDU 599 - M. Ed. Practicum**  
**2 Credits**

This course provides candidates desiring to add another authorization level or endorsement a venue in which to demonstrate and document the additional competencies required for that specific instructional load. Candidates are assigned to schools and classrooms in accordance with their authorization levels and district needs. Practicum candidates are required to complete 90 contact hours and create and teach one TSPC-required work sample.

**Note:** Fee charged; Offered Pass/No pass only.

**EDU 600 - Research Seminar**  
**1 Credit**

This course is a required piece of the Research Strand, one of the options a person who has earned a masters degree may choose for earning the Continuing Teaching License. It is open to candidates at any authorization level. This overview course reviews the important elements of designing and implementing meaningful Action Research.

**EDU 601 - Educational Research**  
**3 Credits**

This course provides students with the basic competencies necessary to understand and evaluate the research of others, and to plan and conduct their own research with a minimum of assistance. This course includes the basics of both qualitative and quantitative research.

**Note:** Available on-campus and online.
EDU 602 - Contemporary Educational Thought
3 Credits

Candidates identify, review and analyze major trends and issues impacting the contemporary state and national educational scenes. Each class session provides students with an opportunity to evaluate the advantages and liabilities of current educational reforms and issues from the perspective of prevailing educational research as well as their own teaching styles and educational philosophies. The course will assist graduate student develop a familiarity with current educational issues to deal more effectively with the numerous reforms and changes directly affecting schools in the Pacific Northwest. Candidates will also consider how they can impact and influence change from their positions as teachers.

EDU 605 - Instructional Leadership and Classroom Evaluation
3 Credits

This course provides classroom teachers and administrators with a relationship among instructional goals, curriculum development, classroom instructions, and assessments; it will look at conventional and alternative assessment methodologies, strategies implemented by instructional leaders to conduct classroom observations and study the impact of educational reform efforts.

Note: Available on-campus and online.

EDU 607 - The Principalship
3 Credits

This course introduces prospective administrators to the essential skills and competencies necessary for effective school leadership in an environment of change. The principles and processes of educational administration, the numerous roles of the principal, the need for collaboration and partnering with all members of the school community, and current research relating to school leadership are all emphasized. The course aims to intentionally provide students with a number of the administrative skills outlined in the latest OARs (Objectives for Initial Administrator Licensure).

Note: Available on-campus and online.

EDU 620 - School and Community Partnerships
3 Credits

This course examines principles of planning and administering a program for building a mutually supportive relationship between the school and its environment. Focus is on the development of skills and strategies for linking the
school with constituents in the community such as parents, citizens, and special interest groups.

**Note:** Available on-campus and online.

**EDU 622 - School Law**  
**3 Credits**

Law and the legal system have profoundly influenced the shaping of education in America. Many of today's issues of educational policy (e.g., desegregation, the treatment of students with disabilities, English as a second language, religion in the schools, school finance) are also issues of law. As a consequence, we see decisions regarding our schools increasingly being made by the courts. Accordingly, it behooves the educator of today to have a basic knowledge of the judicial branch of our government and its impact on education. Specifically, this course encourages students to become familiar with the manner in which courts operate, how they make their decisions, and the impact of their decisions on education and educational policy.

**Note:** Available on-campus and online.

**EDU 626 - Organizational Change**  
**3 Credits**

Organizational Change provides an introductory overview to the theoretical and sociological foundations of organizational change. Additionally, the course explores sources, processes, and outcomes of educational change and the resulting implications for teachers and administrators. Topics and activities are designed to review issues of interest and importance to those contemplating careers in educational administration or roles as lead teachers and agents of change. Organizational Change serves as a required course in Concordia's administrative licensing program.

**Note:** Available on-campus and online.

**EDU 650 - Administrative Practicum**  
**4 Credits**

The administrative practicum serves as the forum in which aspiring elementary, middle level or high school administrative candidates develop their leadership and supervisory skills while concurrently demonstrating and documenting achievement of the initial administrator competencies specified in OAR 584-080-0051.

Administrative practicum students seeking an Oregon Initial Administrator License spends a minimum of 360 total contact hours with mentor administrators at their preferred and supplemental levels. Candidates may complete this practicum at any time after completing 15 hours in the PAL program, or 6 hours in the Initial Administrator program.

**Note:** Fee charged; Offered Pass/No pass only.
EDU 652 - District-Level Practicum
6 Credits

The practicum serves as the forum in which candidates gain additional leadership
and supervisory experiences while concurrently demonstrating and documenting
achievement of the advanced professional competencies specified in OAR-584-080-
0090. The practicum enables administration students seeking the continuing license/initial an opportunity under the guidance of an experienced mentor and
university supervisor in a selected professional environment. Candidates may
complete the district level practicum at any time in their Continuing Administrator/Initial Superintendent program.

Note: Fee charged; Offered Pass/No Pass only.

EDU 672 - Communication and Conflict Management
3 Credits

This course emphasizes the need for powerful and positive communication among
school leaders and all elements of the school community. The course also examines
issues administrators often face when working with school boards and school employees, and provides insights into specific skills necessary to help develop effective working relationships. Finally, the course also presents candidates with contemporary strategies for managing conflict among school stakeholders, understanding and managing the collective bargaining process, and additional insights on contract negotiation.

EDU 697 - Professional Assessment Seminar
1 Credit

During the last semester of their program, candidates in any M.Ed. program strand
or Continuing Administrator/Initial Superintendent program are required to
complete the Professional Assessment Seminar (PAS). This seminar serves as the
forum in which candidates demonstrate through oral presentation, and document
through the portfolio, attainment of the advanced professional competencies outlined in either OAR 584-060-0041 (teacher) or 584-080-0151 (administrator). Additionally, the candidate’s professional education plan, personal and professional goals, professional development activity and any other artifacts that illustrate attainment of advanced skill levels, are documented and presented. The assessment seminar is the denouement of the Professional Education Plan (PEP).

Note: Available on-campus and online.

EDU 698 - Action Research
3 Credits

Action research is one of the possible capstone projects for the M. Ed. Program. It involves the identification of an educational problem in the student’s work setting, researching the literature regarding the problem, designing a proposal to solve the problem, implementing the solution (after the proposal has been approved), and reporting the results. Students will work with a project coordinator in the first
phase of the course and then receive the majority of their guidance from their faculty advisor. The implementation phase of the course will last a minimum of 18 weeks in the student's work setting, and the student will have two full semesters to complete the project (not counting the summer months).

**Note:** Fee charged. Available on-campus and online.

**EDU 699 - Thesis**  
*3 Credits*

The Thesis offers the graduate student the opportunity to investigate, in depth, a topic in education, working with an individual faculty mentor, following the full procedures of the College of Education.

**Note:** Fee charged. Available on-campus and online.

**EDU 820 - Education Seminar: Emotional Intelligence and Classroom Management**  
*4 Credits*

Concordia University has developed a professional partnership with Dr. Becky Bailey, an international expert and published author in early childhood education and development. Concordia provides limited graduate seminar credit when candidates attend Dr. Bailey's professional development workshop, Conscious Discipline, that provides training and education for early childhood educators and complete Action Research with a Concordia University faculty.

**Prerequisites:** Experience as early childhood educator and attendance at Becky Bailey conference.

**EDU 821 - Education Seminar: Emotional Intelligence and Classroom Management II**  
*4 Credits*

For those who attend Conscious Discipline 2, a second of Dr. Becky Bailey's professional development workshops. After attending the conference, participants can complete Action Research with a Concordia faculty, applying the theory learned into practice. The limited seminar graduate credit can be transferred as electives into some education graduate programs.

**Environmental Management Courses - Graduate**

**ENV 501 - Environmental/Natural Resource Economics and Finance**  
*3 Credits*

Factors affecting businesses and their ability to comply with environmental/natural resources regulations. Alternatives-based problem solving is used as a tool to arrive at practical solutions to real problems businesses face in this arena. Cost-benefit analysis and natural resource valuation are stressed.
ENV 511 - Environmental/Natural Resource Law and Ethics
3 Credits

An introduction to the history of state and federal laws which apply to environmental/natural resources protection in the United States, and discussion of ethical standards for environmental/natural resources professionals. Two or three specific Environmental/Natural Resources Acts will be reviewed. Overlying this legal component of the course is a review of the ethical dilemmas associated with the environment/natural resources.

ENV 555 - Risk Assessment
3 Credits

This course is designed as a "hands-on" introduction to risk analysis or the systematic evaluation of decision problems involving uncertainty. It is intended to enhance the student’s ability to solve complex management problems and to make decisions under conditions of uncertainty, competing objectives, and complicated constraints through the use of formal modeling and quantitative analysis techniques. A key element of this course is the use of microcomputers and commercially available software as tools for performing quantitative risk analysis.

Note: Cross-listed as BA 555

ENV 561 - Negotiations
1 Credit

More and more corporations, individuals, and non-profit organizations are becoming involved in situations in which they find themselves having to negotiate with outside parties (e.g., consumer organizations, environmental regulatory agencies, environmental actions groups, etc.). This course introduces the student to the fundamentals of negotiating and how to be an effective negotiator.

ENV 562 - Conflict Management
1 Credit

As our society becomes more cognizant of potential pollutants and their effect on humans and the environment, the cry by all points of view for active participation in the decision-making process often quickly polarized the individuals, corporations, or non-profit organizations involved. This can cause both internal and external conflict. Managing this conflict is critically important. This course looks at various methods/theories for managing conflict in the environmental context in an effort to provide a framework for ultimate resolution.

ENV 563 - Alternative Dispute Resolution
1 Credit

Litigation has proven to be a highly costly and ineffective manner for resolving conflicts. Accordingly, a number of alternative procedures to resolve disputes short of litigation have developed. This course reviews some of the procedures (e.g., mini-
trial, mediation, arbitration, etc.) and explains their appropriateness and limitations.

**ENV 590 - Environmental Management Practicum**  
*1 Credit*

An opportunity to apply environmental/natural resources concepts and techniques through work with an organization or company active in the environmental/natural resources management field.

**Prerequisites:** Environmental Management program director approval

**Note:** Offered Pass/No-Pass only

**ENV 591 - Environmental/Natural Resource Projects**  
*1 Credit*

This course requires the student to construct a research project that will analyze a sustainability/natural resource/environment related situation or situations. It may be taken for 1-6 hours of credit and will typically involve delineation of the issue(s) to be studied, a detailed factual presentation, significant analysis of the facts in light of pertinent law and policy, and conclusions/recommendations.

**Note:** Offered Pass/No-Pass only

**Health Care Administration Courses – Graduate**

**HCA 511 - Health Care Ethics and Law**  
*3 Credits*

This course addresses the legal and ethical aspects of health care delivery. It emphasizes the legal and ethical background for responsible decision making.

**HCA 512 - Law and Ethics in Geriatrics**  
*1 Credit*

This course explores the legal and ethical aspects of the delivery of health and social services to the elderly. It will emphasize the legal, ethical, and moral background for decision making in such areas as paternalism, competency, equal distribution of resources, and end-of-life issues.

**HCA 521 - Health Care Administration and Management**  
*4 Credits*

A course designed to present the management functions in the many models and facilities within the health care system. Emphasis is given to innovative management applications appropriate to health care professionals. Included are the practice and functions of management planning, directing of staff, leadership styles, appraisal, negotiation and organizational change.
HCA 522 - Health Care Financial Management in Health Services
4 Credits

Budgeting, records control, planning, and accounting; designed to give health care professionals a working knowledge of the interpretation of financial data, the recording and maintenance of financial records and the financial theory essential to the solution of health management problems. Includes topics in reimbursement and cost control.

HCA 531 - Health Care Policy and Regulation
1 Credit

This course provides students with the opportunity to learn how health care policy is developed and administered at the state and federal level, and allows for a practical experience in developing health care policy statements.

HCA 532 - Managed Care Systems
4 Credits

This course examines the fundamentals of managed care systems, including risk arrangements, compensation, incentives, quality assurance, premium setting, financing and public programs.

HCA 541 - Strategic Planning and Marketing
3 Credits

This course helps students develop the skills of applied organizational research and planning, including needs assessment, financial planning, long range planning and design with emphasis on applications appropriate to the health care setting.

HCA 551 - Seminar
1 Credit

Current advanced health care topics in a workshop format. Topics will be announced by program director.

Note: Lab fee charged; offered Pass/No-pass only

HCA 552 - Quality Assessment and Improvement
3 Credits

This course examines strategies for assessing and assuring quality of care in the U.S. health care system, including an emphasis on methods of examining the structure, processes, and outcomes of health care.

HCA 570 - Managing Human Resources
3 Credits

This course demonstrates the direct relationship between the effective use of human resources and organizational success. It studies resource development from
the standpoint of recruiting, selection, training, motivation, and other significant areas of management responsibility.

**HCA 581 - Issues with the Elderly**  
*3 Credits*

This course provides a basic understanding of biopsychosocial issues prevalent when working with older adults, as well as related policy concerns. The promotion of healthy aging in the community and in institutional settings is explored.

**Prerequisites:** HCA 201 or waiver.

**HCA 582 - Systems in Long-Term Care**  
*1 Credit*

This course explores the multi-disciplinary nature of long-term care and its blend of health and human services. This continuum of care will be discussed from a management and systems perspectives in order to provide guidelines for administration.

**Master of Arts in Teaching (MAT) Courses**

**MAT 501 - Issues in Education**  
*2 Credits*

This course identifies, reviews, and analyzes major trends and issues impacting the contemporary state and national level educational scene. Each class session provides students with an opportunity to evaluate the advantages and liabilities of current educational reforms and issues from the perspective of prevailing educational research as well as their own teaching style and educational philosophy. The course will assist MAT students develop a familiarity with current educational issues to deal more effectively with the numerous reforms and changes directly affecting schools in the Pacific Northwest.

**Note:** Available on-campus and online

**MAT 506 - Basic Teaching Skills: ML/HS**  
*2 Credits*

This course is designed to equip prospective middle and high school education candidates with a variety of practical instructional strategies. Topics will include development and use of instructional objectives, constructing lesson plans, designing a work sample, lesson presentation skills, construction and use of higher order questions to promote student achievement, attitude and skill development, and curriculum integration.

**MAT 508 - Character and Ethics**  
*2 Credits*

This MAT course will provide future teachers with the resources and skills
necessary to integrate character themes and character development into their school curriculum. It provides a forum in which to discuss and develop one’s own moral perspectives on the basis of generally accepted criteria.

Note: Available on-campus and online

MAT 530 - Educational Technology ECE/Elementary
2 Credits

This hands-on, project-based course is designed to foster a demonstrated understanding of a constructivist approach to teaching with appropriate uses of technology for elementary and middle school teachers. Topics will include how technologies foster learning, understanding issues and concerns important when implementing technology resources in schools and classrooms, current best practices for project-based learning with technology, strategies for authentic assessment, electronic portfolios, criteria for selecting appropriate educational software, participating in virtual learning communities, and awareness of the new international ISTE/NETS Educational Technology Standards for Teachers and Students.

Note: EDU 530D: A 3-hour section designed for inservice teachers of all authorization levels.

MAT 531 - Learning Theory and Practice ECE/ELEM
3 Credits

This course will provide the basic psychological knowledge and skills for classroom teaching especially for early childhood and elementary authorization levels. It provides information from the field of educational psychology that will enable beginning teachers to understand the complex processes involved in teaching and learning.
Cross-listed as EDU 531

MAT 532 - Learning Theory and Practice ML/HS
3 Credits

This course will provide the basic psychological knowledge and skills for classroom teaching; especially for middle school and high school authorization levels. It provides information from the field of educational psychology that will enable beginning teachers to understand the complex process involved in teaching and learning.
Cross-listed as EDU 532

MAT 533 - Educational Technology ML/HS
2 Credits

This hands-on, project-based course is designed to foster a demonstrated understanding of a constructivist approach to teaching with appropriate uses of technology, within the educator’s specific content area. Topics will include how technologies foster learning, computers as “mind tools,” electronic portfolios,
strategies for authentic assessment, teacher productivity software, criteria for selecting appropriate educational software, participating in virtual learning communities, professional development planning using the new international ISTE Educational Technology Standards for Teachers, and contemporary issues associated with information literacy and educational technology.

MAT 536 - Evaluation and Assessment of Learning ECE/ELEM
2 Credits

This class prepares pre-service teachers in early childhood and elementary education to assess learning through a variety of instruments. Standardized test interpretation, preparations of teacher-generated tests that accurately assess objectives, authentic assessment, and a philosophy of evaluation and assessment are emphasized. Special consideration is given to developmentally appropriate practice for early childhood and elementary learners. Students will also consider legal and ethical issues in learner assessment and communication of progress.

MAT 537 - Evaluation and Assessment of Learning ML/HS
2 Credits

This class prepares pre-service teachers at the Middle and High School levels to assess learning through a variety of instruments. Standardized test interpretation, preparations teacher-generated tests that accurately assess objectives, authentic assessment, and a philosophy of evaluation and assessment are emphasized. Special consideration is given to developmentally appropriate practice for middle level and high school learners. Students will also consider legal and ethical issues in learner assessment and communication of progress.

MAT 548 - Classroom Management and Parent/School Relations - ECE/ELEM
3 Credits

This course is designed to prepare students to organize and manage such classroom activities as discipline, scheduling, student assessments, record keeping, grouping, and conferencing. Students will also develop skills needed to foster a positive image of schools and teachers to parents and the general public.

MAT 549 - Classroom Management and Parent/School Relations - ML/HS
3 Credits

This course prepares students to organize and manage all elements of the middle or high school classroom. The topics include a review of major discipline models, the management of teacher stress, the development of effective parent communication skills, and the need to establish a healthy classroom rapport that promotes student learning.
MAT 551 - Practicum: Early Childhood
2 Credits

This practicum is used as a method to help obtain the supplemental authorization level. MAT students are required to complete a minimum of 90 contact hours at their assigned schools at the lower elementary grade level. Candidates teach as often as possible and participate in all classroom activities.

Prerequisites: State Fingerprinting required. Requires completion of an on-line application for placement: http://www.cu-portland.edu/coe/placement/

Note: Fee charged; Offered Pass/No pass only

MAT 552 - Practicum: Elementary
2 Credits

This practicum is used as a method to help obtain the supplemental authorization level. MAT students are required to complete a minimum of 90 contact hours at their assigned schools at the upper elementary grade level. Candidates teach as often as possible and participate in all classroom activities.

Prerequisites: State Fingerprinting required. Requires completion of an on-line application for placement: http://www.cu-portland.edu/coe/placement/

Note: Fee charged; Offered Pass/No pass only

MAT 553 - Practicum: Middle Level
2 Credits

This practicum is used as a method to help obtain the supplemental authorization level. MAT students are required to complete a minimum of 90 contact hours at their assigned schools at the middle school level. Candidates teach as often as possible and participate in all classroom activities.

Prerequisites: State Fingerprinting required. Requires completion of an on-line application for placement: http://www.cu-portland.edu/coe/placement/

Note: Fee charged; Offered Pass/No pass only

MAT 554 - Practicum: High School
2 Credits

This practicum is used as a method to help obtain the supplemental authorization level. MAT students are required to complete a minimum of 90 contact hours at their assigned school at the high school level. Candidates teach as often as possible and participate in all classroom activities.

Prerequisites: State Fingerprinting required. Requires completion of an on-line application for placement: http://www.cu-portland.edu/coe/placement/
Note: Fee charged; Offered Pass/No pass only

MAT 555 - Curriculum and Instruction: Language Arts/Social Studies - ECE/ELEM
3 Credits

This course emphasizes the teaching of language arts as speaking, listening, writing, and reading and furnishes students with the knowledge and resources to provide instruction to elementary students in the language arts. In addition, the course emphasizes curricular development, the creation of instructional materials, and numerous classroom techniques for effective learner progress via the social studies. Upon completing this course, the student will be able to write a lesson plan, and write a work sample in the areas of language arts or social studies.

MAT 556 - Development of the Young Child to Early Adolescence
3 Credits

This course examines the growth and development of young children through early adolescence from an educational perspective. Over the term, students will increase their understanding of developmental principles and theories in relation to teaching. They will explore biological and environmental factors that influence physical, cognitive, social, and emotional development.

MAT 557 - Adolescent Development
3 Credits

This course provides a detailed investigation into human development during the adolescent years with an emphasis upon physical, mental, and emotional growth as exhibited in specific cultural settings. Special attention is provided to the growth and cultural factors that often make adolescence a time of stress.

MAT 558 - Curriculum and Instruction: Health and PE - ECE/ELE
2 Credits

This course is designed to help students identify and practice effective teaching behaviors that enhance the teaching-learning environment in health and physical education. Students will develop an understanding of the rationale, content, and curriculum for Early Childhood and Elementary level health and physical education. This class will also provide opportunities to practice teaching health and physical education lessons and implement strategies for analysis of instruction.

MAT 559 - Curriculum and Instruction: Math and Science - ECE/ELE
2 Credits

The goal of this course is to prepare students for the role of teaching math and science in the preschool and elementary classroom. The course provides students with a varied repertoire of teaching skills and methods for teaching science and math in a way that is interesting, engaging, and informative and leads toward goals and objectives of the state, the school, and the teacher. In addition, the student will develop lesson plans and a unit plan in math/science.
MAT 562 - Curriculum and Instruction: Math and Sciences - ML/HS
3 Credits

This course focuses on ways in which education candidates can best develop mathematical and science skills for the middle and high school student. Candidates in this course are exposed to state and national math and science standards, and are provided detailed support in developing engaging activities, lessons, and work sample elements that integrate current best practices into math and science classroom instruction. Curricular materials, and appropriate techniques and procedures for effective learning and assessing are also reviewed.

MAT 563 - Curriculum and Instruction: Reading and Children's Literature - ECE/ELE
3 Credits

This course helps students understand the essential components of the reading process, gives them reliable procedures and resources for teaching beginning and developmental reading, equip them to use a diagnostic teaching approach to reading, introduce them to a broad range of children's books and authors/illustrators in all genres, and carry out a reading program in an elementary classroom.

MAT 564 - Curriculum and Instruction: Integrated Methods - ML/HS
3 Credits

This course provides students with a framework for integrating disciplines in middle and high school classrooms. The curriculum also reviews current research in the integration of disciplines and current Oregon and Washington standards. Numerous activities, strategies, and curricula that model effective instruction are demonstrated and practiced giving students valuable approaches and ideas they can use in their practicum and student teaching. Candidates will develop one work sample which incorporates activities and materials reviewed in the course.

MAT 565 - Curriculum and Instruction: Elementary Art Education
2 Credits

Students will examine and develop appropriate applications for art, music and drama in the elementary classroom. Students will review current research that supports the role of the arts in the elementary curriculum. The course emphasizes participation in various arts activities.

MAT 566 - Instructional Themes to Production - ML/HS
2 Credits

This course provides candidates an in-depth familiarization with current Oregon and Washington teaching standards as well as practice integrating these standards into lesson plans and work samples constructed during the practicum and student teaching phase of the program. More importantly, candidates work in integrated discipline teams, select instructional themes, and develop engaging lessons and activities for presentation in the course as well as for use with their selected
classroom age level. Another important element of this course is learning how to develop and implement text sets to enhance the improvement of literacy at the middle level and in the high school.

**MAT 570 - Curriculum and Instruction: Health and Physical Education - ML/HS**

5 Credits

This course focuses on ways in which education candidates can best develop Health and Physical Education skills for the middle and high school student. Candidates in this course are exposed to the continually emerging state and national health and PE standards, and are provided detailed support in developing engaging activities, lessons, and work sample elements that integrate current best practices into health and PE classroom instruction. Curricular materials, and appropriate techniques and procedures for effective middle and high school health and physical education programs are also reviewed.

**MAT 590 - The Learning Community**

3 Credits

This MAT course helps teacher candidates consider the variety of learning styles and cultural backgrounds present in their future students. Theories and strategies that promote cultural competence and build community within their classrooms are discussed and practiced.

**MAT 591 - Student Teaching - Early Childhood Education**

10 Credits

This course is a semester long, full-time immersion into all aspects of classroom life at a public school. Candidates are assigned to a lower grade level classroom at an elementary school and assume the numerous roles of a teacher as they work up to a full-time instructional load. Student teachers create and teach one TSPC required work sample and attend professional seminars during this semester.

**Prerequisites:** State Fingerprinting required. Requires completion of an on-line application for placement: http://www.cu-portland.edu/coe/placement/

**Note:** Fee charged; Offered Pass/No pass only.

**MAT 592 - Student Teaching - Elementary**

10 Credits

This course is a semester long, full-time immersion into all aspects of classroom life at a public school. Candidates are assigned to an upper grade level classroom at an elementary school and assume the numerous roles of a teacher as they work up to a full-time instructional load. Student teachers create and teach one TSPC-required work sample, and attend professional seminars during this semester.

**Prerequisites:** State Fingerprinting required. Requires completion of an on-line application for placement: http://www.cu-portland.edu/coe/placement/
**Note:** Fee charged; Offered Pass/No pass only.

**MAT 593 - Student Teaching - Middle Level**
10 Credits

This course is a semester long, full-time immersion into all aspects of classroom life at a public school. Candidates are assigned to a middle level classroom and assume the numerous roles of a teacher as they work up to a full-time instructional load. Student teachers create and teach one TSPC-required work sample and attend professional seminars during this semester.

**Prerequisites:** State Fingerprinting required. Requires completion of an on-line application for placement: http://www.cu-portland.edu/coe/placement/

**Note:** Fee charged; Offered Pass/No pass only.

**MAT 594 - Student Teaching - High School**
10 Credits

This course is a semester long, full-time immersion into all aspects of classroom life at a public school. Candidates are assigned to a high school classroom and assume the numerous roles of a teacher as they work up to a full-time instructional load. Student teachers create and teach one TSPC-required work sample and attend professional seminars during this semester.

**Prerequisites:** State Fingerprinting required. Requires completion of an on-line application for placement: http://www.cu-portland.edu/coe/placement/

**Note:** Fee charged; Offered Pass/No pass only.

**Master in Business Administration (MBA) Courses**

**MBA 501 - Foundations**
2 Credits

This course introduces graduate students to the fundamental skills necessary for success in Concordia’s MBA program along with an orientation to the MBA program. Students are introduced to the case study methodology and case discussion as fundamental concepts for graduate management education that is defined as a blend of professional experience, insight and analysis. Students are acquainted with structured analysis techniques that translate a theoretical perspective to develop analytical frameworks in which key factors delineate the issues of the case. Students learn to gather, compare and interpret relevant data, and propose solutions or make decisions based on the analysis conducted. This course enables students to perform financial analysis and interpret financial statements, analyze business problems and issues, develop perspectives on the case issues, and engage classmates to meaningfully advance the case discussion process.

**MBA 502 - Financial Reporting and Control**
3 Credits
Accounting is the primary channel for conveying information about the economics of any business. Managers must understand the concepts of accounting in order to use it effectively for monitoring and resource allocation. This is not a comprehensive accounting course. Rather, it provides a broad view of how accounting contributes to an organization and how managers can make best use of accountants, accounting information, records and systems as internal resources. By mastering the vocabulary of financial statements, students see how managers communicate with one another and other audiences.

**MBA 503 - Ethical Leadership/Organizational Behavior**  
*3 Credits*

Why do some groups perform well while others fail? What does it take to build productive work relationships? What constitutes ethical leadership? How should organizations be designed to be most effective? How can a firm transform itself? How do individuals build truly rewarding careers? This course explores what it means to manage today’s business environment and how to become an effective leader. Case studies will provide glimpses into the lives of various organizations to help deepen the students' understanding of current leadership and organizational behavior issues. The cases look at leaders “in action” to see how they develop vision, align the organization behind it, and motivate people to achieve it. Key topics include leader character building, business ethics, corporate culture, decision-making, group dynamics, organizational change, management development, and social responsibility.

**MBA 504 - Marketing**  
*3 Credits*

Is customer orientation an essential driving force behind any successful business? Yes. But the implications of that answer reverberate throughout the organization, affecting every area. This course demonstrates the role of marketing in the company, explores the relationship of marketing to other functions, and helps students learn to make marketing decisions in the context of general management. The course shows how effective marketing builds on an understanding of buyer behavior. Students learn how to control the elements of the marketing mix (including: product policy, pricing, channels of distribution and promotion) to satisfy customer needs profitably. Students use this knowledge in a case that deals with managing a brand. The course culminates in examination of the evolution of marketing, focusing on opportunities presented by the Internet.

**MBA 505 - e-Business**  
*3 Credits*

This course's objective is to understand how information age companies are building both physical and IT in fractures, and aligning them to deliver value. It is becoming clear that successful E-businesses, whether dot-com startups or incumbent firms, are often distinguished by superior operations, but management in this context is an emerging art, and one that hasn't been well-explored. In addition, new options like business-to-business exchanges and application service
providers are appearing rapidly. This course will consider these and other recent developments. Course cases will be approached from the perspectives of both service providers and customers. Sessions on key technology issues (including: databases, Internet programming languages, and the rise and fall of enterprise information systems) will be included.

**MBA 506 - Business, Government, and International Economy**

3 Credits

How does a country look when analyzed like a company? This course takes a conceptual approach to analysis of national and international economic decision-making. It provides students with management frameworks and analytical formulae for understanding the economic strategies of diverse countries. Tools for studying the economic background of business are introduced, including national income and balance of payment accounting, exchange rate theory, financial and monetary policy, institutions, and political regimes. Gains and problems from regional and global integration, international trade, foreign direct investment, portfolio capital flows, and environmental issues are explored.

**MBA 507 - Competition and Strategy**

3 Credits

To be successful, a firm must create and sustain competitive advantage and understand the environment in which it operates. Not all industries offer equal opportunities for continuing profitability, and individual industry structures evolve over time. A company gains position when the configuration of its product mix and functional activities generates superior value for customers. This course helps students develop skills for formulating strategy through in-depth, value-based analysis of industries and competitors. Particular attention is paid to topics of positioning, comparative costs, and issues such as cannibalization, network externalities, and globalization.

**MBA 508 - Finance**

3 Credits

How does a company ensure that it has enough money to operate and grow? How do managers make good investment and financing decisions? This course examines the role of finance in marketing, production, and other functional areas of a firm, while fostering an understanding of how financial decisions themselves can create value. Through case studies, lectures and reading, students learn the basic analytical skills and value-based principles of corporate finance. Modern capital markets and financial institutions are introduced. Standard analysis techniques such as capital budgeting, pro forma statements, ratio analysis, discounted cash flow valuation, and risk analysis are developed. Sources and forms of external financing are covered, along with trends and changes in financial markets.

**MBA 509 - The Entrepreneurial Manager**

3 Credits

Develops skills required to recognize entrepreneurial opportunities and to manage
organizations undergoing change. Cases are used to highlight a range of ventures, including low- and high-tech companies as well as profit-making and not-for-profit organizations. Concepts from other required courses also are incorporated. Often augmented by classroom visits or videos of the people involved, cases address how to obtain human and financial capital, suppliers, vendors, and customers. Issues of recruiting, hiring, training, motivating, and rewarding employees are also highlighted. Finally, various financing sources are discussed, and students are introduced to situations where entrepreneurs are structuring deals with these sources of capital.

**MBA 510 - Strategic Human Resource Management**

3 Credits

Oriented towards managers and entrepreneurs interested in learning how to manage people, this course adopts a strategic perspective and examines how firms can leverage human capital for competitive advantage. Changes in the labor force, increased global competition and public policy on work force issues are considered at length. Although many companies understand the concept of workplace harmony and even know which management approaches are effective, they often fail to act. Our interest goes the other way: getting extraordinary results from ordinary people. Instruction is integrative and uses material from organizational behavior, economics, and strategy. Focus is on arming organizations to utilize human assets. Cases include descriptions of firms that have been successful with human resources issues as well as those that have not.

**MBA 511 - Researching Managerial Issues**

3 Credits

Scientific and natural inquiry provide many answers to life's questions. Managers rely on accurate and well researched information in order to make sound and prudent decisions. This course examines the foundations of qualitative and quantitative research methods. The course is designed to provide opportunities for learning specific concepts and techniques needed to conduct a wide range of research projects. Additionally, students will learn how qualitative and/or quantitative research approaches can be used successfully in organizations to gain deeper insights into such managerial issues as leadership, organizational behavior, human resources, consumer behavior, market trends, and stakeholder attitudes. This course is highly recommended for students planning to do a thesis or work-related research project.

**MBA 555 - Risk Assessment**

3 Credits

This course is designed as a "hand-on" introduction to risk analysis or the systematic evaluation of decision problems involving uncertainty. It is intended to enhance the student's ability to solve complex management problems and to make decisions under conditions of uncertainty, competing objectives, and complicated
constraints through the use of formal modeling and quantitative analysis techniques. A key element of this course is the use of microcomputers and commercially available software as tools for performing quantitative risk analysis.

**MBA 598 - Research Thesis**

*3 Credits*

This capstone course allows students to research and create a business plan or conduct a major feasibility study for a firm. This course serves as an integrative, hands-on learning experience using the analysis, management and planning tools gained during the program resulting in a major paper. Can be combined with MBA 599.

**Prerequisites:** Completion of a minimum of 18 credits of the MBA core courses. MBA 511 or other courses in statistics and/or research design are required if completing the Research Thesis option.

**MBA 599 - Internship**

*2 Credits.*

The internship option provides an executive/project management experience in a local business/corporation arranged in discussion with an advisor. Can be combined with MBA 598.

**SOM 551 - School of Management Seminar**

*1 Credit*

Business seminars are available primarily as electives focusing on (a) today's business community and (b) development of business technology skills. They are designed to strengthen a student's business concentration. The seminars are usually offered on weekends and/or in the evenings. Some topics have included marketing solutions, the multi-cultural workforce, interviewing techniques, and conflict resolution. The seminars are usually offered on a "pass" or "no pass" basis, and require completion of at least one project for evaluation.

Notes: May be repeated for credit in accordance with the Seminar policy.
Appendix A: Academic Calendars

**Remember:** Watch the dates in the schedule. YOU are responsible for meeting the deadlines listed.

**Summer 2007 – Term Code: 200810**

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
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<tbody>
<tr>
<td>May 14</td>
<td>Classes begin*</td>
</tr>
<tr>
<td>May 18</td>
<td>Last Day to Add a Course/Option Hour</td>
</tr>
<tr>
<td>May 25</td>
<td>Last Day to Drop without Transcript Notation*</td>
</tr>
<tr>
<td>May 28</td>
<td>Memorial Day (Campus Closed)</td>
</tr>
<tr>
<td>June 22</td>
<td>Pass/No Pass Forms Due</td>
</tr>
<tr>
<td>July 4</td>
<td>Independence Day (Campus Closed)</td>
</tr>
<tr>
<td>July 13</td>
<td>Last Day to Withdraw</td>
</tr>
<tr>
<td>Aug 10</td>
<td>End of Session</td>
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(No Finals Week)

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<tr>
<td>May 28</td>
<td>Memorial Day (Campus Closed)</td>
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<tr>
<td>June 15</td>
<td>End of 5 Week Session</td>
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<tr>
<td>July 20</td>
<td>Last Day to Withdraw</td>
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<tr>
<td>Aug 10</td>
<td>End of 8 Week Session</td>
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(No Finals Week)

*Please see refund policy*
**Full Semester Dates: 8/27/07-12/14/07**

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<tr>
<th>Date</th>
<th>Event</th>
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<tbody>
<tr>
<td>Aug 24</td>
<td>Residence Halls open for new students to move in</td>
</tr>
<tr>
<td>Aug 25</td>
<td>Orientation/Registration</td>
</tr>
<tr>
<td>Aug 27</td>
<td>Evening Courses Begin (Courses taught at or after 4:30pm)</td>
</tr>
<tr>
<td>Aug 28</td>
<td>Day Courses Begin</td>
</tr>
<tr>
<td>Aug 30</td>
<td>Last Day for 100% Tuition Refund</td>
</tr>
<tr>
<td>Sept 3</td>
<td>Labor Day (Campus Closed)</td>
</tr>
<tr>
<td>Sept 7</td>
<td>Last Day to Add a Course/Option Hour</td>
</tr>
<tr>
<td>Sept 7</td>
<td>Last Day to Drop without Transcript Notation*</td>
</tr>
<tr>
<td>Oct 15-19</td>
<td>Mid-term Week</td>
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<tr>
<td>Oct 26</td>
<td>Pass/No Pass Forms Due</td>
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<tr>
<td>Nov 2</td>
<td>Last Day to Withdraw</td>
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<tr>
<td>Nov 19-24</td>
<td>Thanksgiving Break</td>
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<tr>
<td>Dec 7</td>
<td>Finals Prep Day (No Classes)</td>
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<td>Dec 10-14</td>
<td>Finals Week</td>
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<tr>
<td>Dec 15</td>
<td>Fall Commencement</td>
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<tr>
<td>Dec 17-Jan 6</td>
<td>Christmas Break</td>
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**1st Half Semester Dates: 8/27/07-10/19/07**

<table>
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<td>Aug 31</td>
<td>Last Day to Add a Course/Option Hour</td>
</tr>
<tr>
<td>Aug 31</td>
<td>Last Day to Drop without Transcript Notation*</td>
</tr>
<tr>
<td>Sept 3</td>
<td>Labor Day (Campus Closed)</td>
</tr>
<tr>
<td>Sept 21</td>
<td>Pass/No Pass Forms Due</td>
</tr>
<tr>
<td>Sept 28</td>
<td>Last Day to Withdraw</td>
</tr>
<tr>
<td>Oct 19</td>
<td>End of First Half Semester</td>
</tr>
</tbody>
</table>

*First ½ semester finals are taken during the last class period.*

**2nd Half Semester Dates: 10/22/07-12/14/07**

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>Oct 22</td>
<td>Second Half Semester Begins</td>
</tr>
<tr>
<td>Oct 26</td>
<td>Last Day to Add a Course/Option Hour</td>
</tr>
<tr>
<td>Oct 26</td>
<td>Last Day to Drop without Transcript Notation*</td>
</tr>
<tr>
<td>Nov 16</td>
<td>Pass/No Pass Forms Due</td>
</tr>
<tr>
<td>Nov 19-24</td>
<td>Thanksgiving Break</td>
</tr>
<tr>
<td>Nov 30</td>
<td>Last Day to Withdraw</td>
</tr>
<tr>
<td>Dec 7</td>
<td>Finals Prep Day (No Classes)</td>
</tr>
<tr>
<td>Dec 10-14</td>
<td>Finals Week</td>
</tr>
<tr>
<td>Dec 15</td>
<td>Fall Commencement</td>
</tr>
<tr>
<td>Dec 17-Jan 6</td>
<td>Christmas Break</td>
</tr>
</tbody>
</table>

*Please see refund policy.*
Remember: Watch the dates on this sheet and in the schedule. YOU are responsible for meeting the deadlines listed.

Full Semester Dates: 1/7/08-5/2/08

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jan 6</td>
<td>Residence Halls open for new students</td>
</tr>
<tr>
<td>Jan 6</td>
<td>Registration/Orientation</td>
</tr>
<tr>
<td>Jan 7</td>
<td>Evening Courses Begin (Courses taught at or after 4:30pm)</td>
</tr>
<tr>
<td>Jan 8</td>
<td>Day Courses Begin</td>
</tr>
<tr>
<td>Jan 10</td>
<td>Last Day for 100% Tuition Refund</td>
</tr>
<tr>
<td>Jan 18</td>
<td>Last Day to Add a Course/Option Hour</td>
</tr>
<tr>
<td>Jan 18</td>
<td>Last Day to Drop without Transcript Notation*</td>
</tr>
<tr>
<td>Jan 21</td>
<td>Martin Luther King Jr. Day (Campus Closed)</td>
</tr>
<tr>
<td>Feb 15</td>
<td>L.E.S.T. – Lutheran Elementary Schools Tournament (No Classes)</td>
</tr>
<tr>
<td>Feb 25-29</td>
<td>Mid-term Week</td>
</tr>
<tr>
<td>Mar 7</td>
<td>Pass/No Pass Forms Due</td>
</tr>
<tr>
<td>Mar 14</td>
<td>Last Day to Withdraw</td>
</tr>
<tr>
<td>Mar 21-23</td>
<td>Easter Break</td>
</tr>
<tr>
<td>Mar 24-29</td>
<td>Spring Break</td>
</tr>
<tr>
<td>Apr 25</td>
<td>Finals Prep Day (No Classes)</td>
</tr>
<tr>
<td>Apr 28-May 2</td>
<td>Finals Week</td>
</tr>
<tr>
<td>May 3</td>
<td>Spring Commencement</td>
</tr>
</tbody>
</table>

1st Half Semester Dates: 1/7/08-2/29/08

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jan 6</td>
<td>Residence Halls open for new students</td>
</tr>
<tr>
<td>Jan 6</td>
<td>Registration/Orientation</td>
</tr>
<tr>
<td>Jan 7</td>
<td>Evening Courses Begin (Courses taught at or after 4:30pm)</td>
</tr>
<tr>
<td>Jan 8</td>
<td>Day Courses Begin</td>
</tr>
<tr>
<td>Jan 10</td>
<td>Last Day for 100% Tuition Refund</td>
</tr>
<tr>
<td>Jan 11</td>
<td>Last Day to Add a Course/Option Hour</td>
</tr>
<tr>
<td>Jan 11</td>
<td>Last Day to Drop without Transcript Notation*</td>
</tr>
<tr>
<td>Jan 21</td>
<td>Martin Luther King Jr. Day (Campus Closed)</td>
</tr>
<tr>
<td>Feb 8</td>
<td>Pass/No Pass Forms Due</td>
</tr>
<tr>
<td>Feb 15</td>
<td>Last Day to Withdraw</td>
</tr>
<tr>
<td>Feb 15</td>
<td>L.E.S.T. – Lutheran Elementary Schools Tournament (No Classes)</td>
</tr>
<tr>
<td>Feb 29</td>
<td>End of First Half Semester</td>
</tr>
</tbody>
</table>

First ½ semester finals are taken during the last class period.

2nd Half Semester Dates: 3/3/08-5/2/08

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mar 3</td>
<td>Second Half Semester Begins</td>
</tr>
<tr>
<td>Mar 7</td>
<td>Last Day to Add a Course/Option Hour</td>
</tr>
<tr>
<td>Mar 7</td>
<td>Last Day to Drop without Transcript Notation*</td>
</tr>
<tr>
<td>Mar 21-23</td>
<td>Easter Break</td>
</tr>
<tr>
<td>Mar 24-29</td>
<td>Spring Break</td>
</tr>
<tr>
<td>Apr 4</td>
<td>Pass/No Pass Forms Due</td>
</tr>
<tr>
<td>Apr 11</td>
<td>Last Day to Withdraw</td>
</tr>
<tr>
<td>Apr 25</td>
<td>Finals Prep Day (No Classes)</td>
</tr>
<tr>
<td>Apr 28-May 2</td>
<td>Finals Week</td>
</tr>
<tr>
<td>May 3</td>
<td>Spring Commencement</td>
</tr>
</tbody>
</table>

*Please see refund policy.
Appendix B: Acronyms and Terms

**APPA:** Academic Probation Plan of Action, a form and process to be completed with students on academic probation and conditionally admitted students

**BACPAC:** Baccalaureate Package — college level courses offered via video conferencing and online for LCMS high schools throughout the United States — currently have four high schools participating

**BOR:** Board of Regents for CU. Five members are elected by the LCMS in Synodical convention, three elected at LCMS district convention, and four appointed by CU. The district president serves as the chairman.

**CA:** Conditional Admission — a student admitted to the college with some specific conditions for continued enrollment, usually the result of perceived academic deficiencies

**The Cedars:** CU’s retreat center located near Boring

**CEU:** Continuing Education Unit

**CELT:** Center for Excellence in Learning and Teaching — a faculty development center that focuses on enhancing learner-centered teaching at CU — offers workshops, one-on-one training — located in library

**CFO:** Chief Financial Officer

**CHHS:** College of Health & Human Services

**CIO:** Chief Information Officer

**CLC:** Community Life Committee — one of three standing committees of the faculty

**CMP1 & 2:** Computer labs in Hagen Center

**COE:** College of Education

**COO:** Chief Operating Officer — Provost

**CTAS:** College of Theology, Arts and Sciences

**CU:** Preferred acronym for Concordia University (NOT CUP!)

**CUF:** Concordia University Foundation, the fund raising arm of the university

**CUS:** Concordia University System started in 1993 — 10 colleges and 2 seminaries — now comprised of two committees

**BUE:** Board for University Education

**BPE:** Board for Pastoral Education

**DCE:** Director of Christian Education, one of our PCW training programs at CU

**EFollett:** Manages CU bookstore

**ELS:** English Language School on campus that is administered by Berlitz

**FAA:** Concordia’s financial aid application

**FAB:** Fine Arts Building

**FAFSA:** Free Application for Federal Student Aid (standardized eligibility form)

**HCA:** Health Care Administration

**HGN A & B:** Hagen Center conference rooms

**IACBE:** The International Assembly for Collegiate Business Education — accredits business programs

**ICA:** Individual course assessments — student completed assessment of classes

**ISS:** International Student Services

**ITS:** Information Technology Services

**L:** Luther Hall classroom designation

**LCMS:** The Lutheran Church Missouri Synod
LEST: Lutheran Elementary School Tournament — hosted on campus second week in February — HUNDREDS of elementary students compete in athletic and scholastic events

Lyceum: Lecture series for the community and campus

M: Modular classroom designator

MAT: Master of Arts in Teaching

MBA: Master in Business Administration

MED: Master of Education

MN: Mary Neils classroom designator

my.CU: An online tool that helps manage advising, registration, grades

Northwest District: The LCMS is divided into 37 districts, primarily determined by region. CU falls in the Northwest District which comprises, Washington, Oregon, Alaska, Idaho and China

NWCCCL: Northwest Center for Children’s Literature — housed in Guild Hall, the only of its kind in the Northwest

NWCCU: Northwest Commission of Colleges and Universities — CU’s accrediting body

OOP: Office of the Provost

OPALL: CU’s online library services

P: PE building classroom designator

PCW: Professional Church Work students (preseminary, DCE and teacher education)

P/NP: Pass/No Pass — option of grading which can be requested by the student under certain restrictions

PAVA: Performing and Visual Art

PPS: Physical Plant Services

RA: Resident Assistant

SAR: Student Aid Report

ST. Michael’s Lutheran Church: Located at the north end of campus where daily chapel and some CU special events are held

SOM: School of Management

TSPC: Teaching Standards and Practices Commission

WC: Writing Center — directed out of the English department

WDH: West Dining Hall

WTRM: Weight Room — below the gym
Appendix C Board of Regents, Concordia University

Rev. Warren Schumacher, Portland, Oregon Chairman President, NW District, LCMS

Dr. Gloria Edwards, Portola Valley, California, Vice Chairman

Mr. Gary Gable, Snohomish, Washington, Secretary

Mrs. Julie Bronkala, Minneapolis, Minnesota

Rev. Jonathan Dinger, Pocatello, Idaho

Mr. Robert Fowls, Bend, Oregon

Mr. Kenneth Hoefs, Bellevue, Washington

Mr. Gary Hoover, Nashville, Indiana

Ms. Myrna Larsen, Deer Lodge, Montana

Dr. Gerhard Mundinger, Madison, Mississippi

Dr. Charles Schlimpert, Portland, Oregon President, Concordia University

Mrs. Leslie Sramek, Mascoutah, Illinois

Mr. George Thurston, Jr., Portland, Oregon, Chairman, Concordia University Foundation Board of Directors

Rev. Walter Tietjen, Elk Grove, California Representative, CA-NV-HI District, LCMS

Rev. Daryl Wildermuth, Puyallup, Washington

Mr. Terry Wilson, Portland, Oregon

Concordia University Planning and Coordinating Council

Dr. Johnnie Driessner, Executive Director Concordia University Foundation

Dr. Charles Kunert, Dean, College of Theology, Arts and Sciences

Dr. Joseph Mannion, Dean, College of Education

Dr. Julie Rowland, Faculty Chair

Dr. Charles Schlimpert, President
Dr. Joel Schuldheisz, Athletic Director

Dr. Glenn Smith, Vice Provost

Mr. Dennis Stoecklin, Chief Financial Officer

Vacant, Campus Pastor

Dr. Mark Wahlers, Provost; Chief Operating Officer

Vacant, Dean, School of Management

Vacant, Dean, College of Health and Human Services

Mr. Gary Withers, Executive Vice President
Appendix D Faculty

David Albrecht, 1995
Director, Master of Business Administration (MBA) Program

- B.A., Pacific Lutheran University, Tacoma, Washington
- L.L.M., University of Washington School of Law, Seattle, Washington
- J.D., Willamette University School of Law, Salem, Oregon

Jan E. Albrecht, 1995
Graduate Program Director; Professor of Secondary Education

- B.A.Ed., Pacific Lutheran University, Tacoma, Washington
- M.A.Ed., United States International University, San Diego, California
- Ed.D., University of Southern California, Los Angeles, California

Judy Anderson, 2004
Reference and Instruction Librarian; Associate Professor

- B.A., Concordia College, Moorhead, Minnesota
- M.L.S., University of Arizona, Tucson, Arizona
- M.P.A., Portland State University, Portland, Oregon

Donna Bachand, 2005
Associate Professor of Medical/Surgical Nursing

- B.S.N., Arkansas State University, Jonesboro, Arkansas
- M.S., Texas Woman’s University, Dallas, Texas
- Ph.D., Texas Woman’s University, Denton, Texas

Kurt Berentsen, 1998
Chair, Performing and Visual Arts; Assistant Professor, Director of Choral Music

- B.Mus., Utah State University, Logan, Utah
- M.A., University of California, Santa Barbara, California
- Colloquy, Concordia College, Seward, Nebraska

Daniel R. Birkey, 1988
Assistant Professor of Physical Education; Men’s Soccer Coach

- B.S., Warner Pacific College, Portland, Oregon
- M.S., Portland State University, Portland, Oregon

Gary Blackton, 2005
Associate Professor of Marketing

Phillip L. Brandt, 2005
Associate Professor of Theology

- B.A., Concordia College, Seward, Nebraska
- M.A., Washington University, St. Louis, Missouri
- M.Div., Concordia Seminary, St. Louis, Missouri

Stephen B. Braun, 1987
Dean, School of Management, Professor of Business

- B.A., Xavier University, Cincinnati, Ohio
- M.B.A., Fairleigh Dickenson University, Teaneck, New Jersey
- Ph.D., Portland State University, Portland, Oregon

Bertram Coltman III, 2004
Associate Professor of Biology

- B.S., Tulane University, New Orleans, Louisiana
- M.S., Tulane University, New Orleans, Louisiana
- Ph.D., Tulane University, New Orleans, Louisiana

Duwayne L Dockter, 1998
Professor of Business and Accounting

- B.A., California State University, Fullerton, California
- M.A., California State University, Fullerton, California
- Ed.D., Utah State University, Logan, Utah

Johnnie R. Driessner, 1980
Executive Director, Concordia University Foundation; Professor of Biology and Education

- B.S., Concordia Teachers College, Seward, Nebraska
- Ed.D., Portland State University, Portland, Oregon

Kathy G. Dunbar, 1983
Associate Professor of Education

- B.A., Augustana College, Rock Island, Illinois
- M.Ed., University of Portland, Portland, Oregon

Jeanette G. Eggert, 2000
Assistant Professor of Math and Physics

- B.A., Concordia Teachers College, River Forest, Illinois
- M.A., Western Michigan University, Kalamazoo, Michigan
Barbara O'Malley Floyd, 2006  
Associate Professor of OB/Pediatric Nursing  
- B.S., University of California, Los Angeles, California  
- M.S., University of Illinois Medical Center

Keylah Boyer Frazier, 2006  
Undergraduate Program Director, Assistant Professor  
- B.A., Concordia University, Portland, Oregon  
- M.Ed., University of Portland, Portland, Oregon

Michael Godsey, 2005  
Assistant Professor of Chemistry/Biochemistry  
- B.A., Concordia University, Portland, Oregon  
- M.S., University of Oregon, Eugene, Oregon  
- Ph.D., Oregon Health Sciences University, Portland, Oregon

Larry E. Gross, 1978  
Associate Professor of Art  
- B.A., Concordia Teachers College, Seward, Nebraska  
- M.S.T., Portland State University, Portland, Oregon

Rici De Fries Hallstrand, 2001  
Professor of Biology  
- B.A., University of California, San Diego, California  
- Ph.D., University of California, Los Angeles, California

Christie Bernklau Halvor, 2006  
Assistant Professor of Social Work  
- B.A., Pacific University, Tacoma, Washington  
- M.S.S.W., University of Wisconsin-Madison, Madison, Wisconsin  
- Ph.D., (ABD), Portland State University, Portland, Oregon

Dean R. Hansen, 2006  
Director of Christian Ministries, Assistant Professor  
- B.A., Concordia University, Seward, Nebraska  
- M.A., Concordia University, Seward, Nebraska  
- D.C.E., Concordia University, Portland, Oregon
Richard A. Hill, 1976
Professor of English and Humanities

- B.A., Gonzaga University, Spokane, Washington
- M.A., Emory University, Atlanta, Georgia
- Ph.D., Emory University, Atlanta, Georgia

Herbert E. Hoefer, 1997
Professor of Theological Studies

- B.A., Concordia Sr. College, Ft. Wayne, Indiana
- M.Div., Concordia Seminary, St. Louis, Missouri
- S.T.M., Concordia Seminary St. Louis, Missouri
- Ed.D., Columbia University Teachers College, New York, New York

Gerd J. Horten, 2000
Chair, English and Humanities; Professor of History

- B.A., Universitat Heidelberg, Germany
- M.A., University of Oregon, Eugene, Oregon
- Ph.D., University of California at Berkeley, Berkeley, California

Mark D. Jager, 1995
Dean, College of Health and Human Services; Chair and Professor of Health Care Administration

- B.S., Central Michigan University, Mt. Pleasant, Michigan
- M.P.A., Western Michigan University, Kalamazoo, Michigan
- Ph.D., University of New Mexico, Albuquerque, New Mexico

Lynn Keyne-Michaels, 1998
Associate Professor of Education

- B.S., Concordia College, Seward, Nebraska
- M.S., California State University, Hayward, California
- Ed.D., Candidate, Washington State University, Vancouver, Washington

Kim Knutsen, 2006
Assistant Professor of English

- B.S., Portland State University, Portland, Oregon
- M.A., New Mexico State University, Las Cruces, New Mexico
- M.F.A., University of Iowa, Iowa City, Iowa
- Ph.D., Western Michigan University, Kalamazoo, Michigan

Jane Koivisto, 2003
Assistant Professor of Education; MAT Program Director

- B.S.Ed., Western Oregon University, Monmouth, Oregon
- M.S.Ed., Portland State University, Portland, Oregon
Steven J. Krause, 1999
Director, BA in Business Administration Program; Professor of Business and Management

- B.S., University of Oregon, Eugene, Oregon
- M.S., Gonzaga University, Spokane, Washington
- Graduate, National Defense University, Washington, D.C.
- Ed.D., Texas Tech University, Lubbock, Texas

Charles J. Kunert, 1969
Dean, College of Theology, Arts and Sciences; Professor of Biology

- B.S., Concordia Teachers College, Seward, Nebraska
- M.S., Portland State University, Portland, Oregon
- Ph.D., University of Oregon, Eugene, Oregon

Trish Lichau, 2002
Professor of Education, Director of Information Services - Academic Applications

- B.S., University of Portland, Portland, Oregon
- M.S., University of Portland, Portland, Oregon
- Ph.D., Capella University, Minneapolis, Minnesota

Brent Mai, 2003
University Librarian; Associate Professor, Library and Information Management

- B.A., Bethany College, Lindsborg, Kansas
- M.A., George Washington University, Washington D.C.
- M.L.I.S. University of Texas at Austin, Austin, Texas
- Ed.D. Candidate, Vanderbilt University, Nashville, Tennessee

Joseph C. Mannion, 1991
Dean, College of Education; Professor of Education

- B.A., Concordia University, River Forest, Illinois
- M.Ed., University of Hawaii, Honolulu, Hawaii
- Ed.D., University of Hawaii, Honolulu, Hawaii

Jerry McGuire, 2007
Associate Professor of Education

- B.S., University of Oregon, Eugene, Oregon
- M.Ed., University of Oregon, Eugene, Oregon
- Ph.D., University of Oregon, Eugene, Oregon
David McNamee, 2003
Director, BS in Business Program; Assistant Professor of Business

- B.A., University of Portland, Portland, OR
- M.S., Syracuse University, Syracuse, New York
- Ph.D., (ABD) Gonzaga University, Spokane, Washington

Norman P. J. Metzler, 1993
Chair, Theology Department; Director of Continuing Theological Education; Professor of Theological Studies

- B.A., Concordia Senior College, Ft. Wayne, Indiana
- M.Div., Concordia Seminary, St. Louis, Missouri
- S.T.M., Yale Divinity School, Yale University, New Haven, Connecticut
- Th.D., University of Munich, Munich, Germany

Erin A. Mueller, 2007
Associate Professor of Psychology

- B.A., University of Northern Iowa, Cedar Falls, Iowa
- Ph.D., Brigham Young University, Provo, Utah
- Post-Doctoral Residency: Oregon Health Sciences University, Portland, Oregon

Thomas O. Munson, 1999
Professor of Chemistry

- B.A., University of California, Berkeley, California
- M.S., University of Wisconsin, Madison, Wisconsin
- Ph.D., University of Wisconsin, Madison, Wisconsin

Paula J. Politte, 1991
Co-Chair, Physical Education; Assistant Professor of Health and Physical Education

- B.A., Concordia University, Portland, Oregon
- M.S., United States Sports Academy, Daphne, Alabama

Sergei A. Polozov, 1994
Chair, Math and Science; Professor of Biology

- M.A., Moscow Pedagogical State University, Moscow, Russia
- Ph.D., Moscow Pedagogical State University, Moscow, Russia
- Associate Professor of Education

Krista Marie Reichard, 2006
Assistant Professor, Reference and Instruction Librarian

- B.S., Willamette University, Salem, Oregon
- MLIS., University of Washington, Seattle, Washington
Sheryl Reinisch, 1999
Associate Professor of Education

- B.A., Concordia College, River Forest, Illinois
- M.Ed., University of Central Florida, Orlando, Florida
- Ed.D., Portland State University, Portland, Oregon

Linda Rountree, 1989
Director, International Student Programs; Associate Professor

- B.A., University of Oklahoma, Norman, Oklahoma
- M.A., Oklahoma State University, Stillwater, Oklahoma
- M.S., Oklahoma State University, Stillwater, Oklahoma

Julie A. Rowland, 1979
Professor of Mathematics

- B.A., Gonzaga University, Spokane, Washington
- B.E., Gonzaga University, Spokane, Washington
- M.A., Gonzaga University, Spokane, Washington
- Ed.D., Portland State University, Portland, Oregon

Frederick W. Ruhnke, 1999
Associate Professor of Education

- B.A., DePauw University, Greencastle, Indiana
- M.A.T., Lewis & Clark College, Portland, Oregon
- M.A., University of Portland, Portland, Oregon
- Colloquy, Concordia University, River Forest, Illinois
- Ed.D., Nova Northeastern University, North Miami Beach, Florida

Charles E. Schlimpert, 1983
President

- B.A., Concordia University, River Forest, Illinois
- M.Ed., University of Missouri, St. Louis, Missouri
- Ph.D., University of Southern California, Los Angeles, California

Joel M. Schuldheisz, 1985
Athletic Director; Professor of Education

- B.A., Concordia College, St. Paul, Minnesota
- M.Ed., University of Minnesota, Minneapolis, Minnesota
- Ph.D., Oregon State University, Corvallis, Oregon

Thomas M. Shuell, 2000
Associate Professor of Mathematics

- B.A., Concordia University, Portland, Oregon
- M.S., Portland State University, Portland, Oregon
Kevin E. Simpson, 2000
Professor of Psychology

- B.S., John Brown University, Siloam Springs, Arkansas
- M.S., University of Texas, Denton, Texas
- Ph.D., University of Denver, Denver, Colorado

Jane Graves Smith, 1998
Chair, Social Sciences, Associate Professor of Psychology

- B.A., Azusa Pacific College, Azusa, California
- M.Ed., Whitworth College, Spokane, Washington
- Ed.D., Portland State University, Portland, Oregon

Dennis J. Stoecklin, 1984
Chief Financial Officer; Faculty without Rank

- B.A., Southern Illinois University, Edwardsville, Illinois
- C.P.A., Missouri State Board

Heather Stueve, 1992
Assistant Professor (deployed to CUENet)

- B.A., Christ College Irvine, Irvine, California
- M.A., Portland State University, Portland, Oregon

Ceiridwen Terrill, 2006
Assistant Professor of English

- B.A., The Evergreen State College, Olympia, Washington
- M.A., University of Arizona, Tucson, Arizona
- Ph.D., University of Nevada, Reno, Nevada

Michael Thomas, 2003
Associate Professor of Classical Languages/Humanities

- B.A., Concordia University, Portland, Oregon
- M.A., University of Washington, Seattle, Washington
- Ph.D., (ABD), University of Virginia, Charlottesville, Virginia
- Colloquy, Concordia University, Portland, Oregon

Sonja B. Vegdahl, 1994
Professor of Social Work

- B.A., St. Olaf College, Northfield, Minnesota
- M.A., University of Chicago, Chicago, Illinois
- Ph.D., Portland State University, Portland, Oregon
Mark Wahlers, 1990
Provost; Chief Operating Officer; Professor of English

- B.S., Concordia Teachers College, Seward, Nebraska
- M.S., Portland State University, Portland, Oregon
- Ph.D., University of Texas, Austin, Texas

Ellen F. Wirtz, 2007
Associate Professor of Nursing

- B.S.N., Montana State University
- M.N., Montana State University College of Nursing
- Ed.D., Montana State University

Lynne Wolters, 2000
Assistant Professor of Education

- B.A., George Fox University, Newberg, Oregon
- Graduate work, Pepperdine University, Malibu, California

Daniel L. Wright, 1991
Director of Institute for Shakespeare Authorship Studies; Professor of English

- B.A., Valparaiso University, Valparaiso, Indiana
- M.Div., The Lutheran School of Theology at Chicago, Chicago, Illinois
- M.A., Valparaiso University, Valparaiso, Indiana
- Ph.D., Ball State University, Muncie, Indiana

JonDavid Wyneken, 2004
Assistant Professor of History

- B.A., Humboldt State University, Arcata, California
- M.A., University of Nebraska, Lincoln, Nebraska
- Ph.D., Ohio University, Athens, Ohio

Joyce Zerwekh, 2004
Director of Nursing Programs; Professor of Nursing

- B.S.N., St. Olaf College, Northfield, Minnesota
- M.A., New York University, New York City, New York
- Ed.D., Seattle University, Seattle, Washington
Faculty Emeriti

William H. Balke, 1984
Emeritus Professor of Math

- B.S., Concordia Teachers College, Seward, Nebraska
- M.S., Ed. Millikin University, Decatur, Illinois
- Ed.D, (ABD), Portland State University, Portland, Oregon

Dwaine C. Brandt, 1959
Emeritus Professor of History

- B.S., Oregon College of Education, Monmouth, Oregon
- M.A., University of Oregon, Eugene, Oregon
- Ph.D., University of Washington, Seattle, Washington

Nolan R. Bremer, 1983
Emeritus Professor of Religion

- B.A., Concordia College, Ft. Wayne, Indiana
- M.Div., Concordia Seminary, St. Louis, Missouri
- M.S.L.S., University of Illinois, Champaign, Illinois

John F. Burgess, 1982
Emeritus Professor of Business and Economics

- B.A., Kansas State University, Manhattan, Kansas
- M.P.A., City University of Seattle, Seattle, Washington
- M.B.A., City University of Seattle, Seattle, Washington

Carl F. Christian, 1986
Emeritus Professor of Education

- B.S., Concordia University, River Forest, Illinois
- M.S.Ed., Wayne State University, Detroit, Michigan
- Ed.D., University of Nebraska, Lincoln, Nebraska

Gary B. Hanson, 1994
Emeritus Professor of Biology

- B.A., Wisconsin State University, Whitewater, Wisconsin
- Ph.D., Loma Linda University, Loma Linda, California

Robert J. Jacke, 1985
Emeritus Professor of Physical Sciences and Mathematics

- B.A., Concordia University, River Forest, Illinois
- M.Ed., University of Texas, Austin, Texas
Frederick D. Kramer, 1963
Emeritus Professor of Psychology

- B.S., Concordia College, River Forest, Illinois
- M.A., Northwestern University, Evanston, Illinois
- Ph.D., University of Portland, Portland, Oregon

Richard O. Reinisch, 1955
Emeritus Professor of Theological Studies and Classical Languages

- B.A., Concordia Seminary, St. Louis, Missouri
- M.Div., Concordia Seminary, St. Louis, Missouri
- M.A., Washington University, St. Louis, Missouri
- Ph.D., University of Washington, Seattle, Washington

John F. Scheck, 1955
Emeritus Professor of History

- B.A., Concordia Seminary, St. Louis, Missouri
- M.Div., Concordia Seminary, St. Louis, Missouri
- Ph.D., University of Oregon, Eugene, Oregon

Robert F. Schmidt, 1988
Emeritus Professor of Theological Studies and Political Science

- B.A., Concordia Seminary, St. Louis, Missouri
- S.T.M., Pacific School of Religion, Berkeley, California
- M.Div., Concordia Seminary, St. Louis, Missouri
- M.A., Colorado State University, Fort Collins, Colorado
- Ph.D., University of Washington, Seattle, Washington

Hans G. R. Spalteholz, 1956
Emeritus Professor of Theological Studies

- B.A., Concordia Seminary, St. Louis, Missouri
- M.A., Columbia University, New York, New York
- M.A., University of Chicago, Chicago, Illinois
- M.Div., Concordia Seminary, St. Louis, Missouri

Orlando Trier, 1997
Emeritus Professor of Theology

- A.A., Concordia, Ann Arbor, Michigan
- B.A., Ft. Wayne Senior College
- M.Div., Concordia Seminary, St. Louis, Missouri
Arthur G. Wahlers, 1946
Emeritus Professor of Education; Assistant to the President

- B.A., Concordia Seminary, St. Louis, Missouri
- M.A., University of Minnesota, Minneapolis, Minnesota
- Ed.D., University of Oregon, Eugene, Oregon

Erhardt P. Weber, 1959
President Emeritus

- M.A., University of Florida, Gainesville, Florida
- S.T.D., Chicago Lutheran Seminary, Chicago, Illinois

Ann G. Widmer, 1983
Emeritus Professor of Health Care Administration

- B.A., Centre College of Kentucky, Danville, Kentucky
- M.A., University of Kentucky, Lexington, Kentucky
- Ed.D., University of Kentucky, Lexington, Kentucky

Richard W. Wismar III, 1990
Emeritus Professor of Education

- B.A., Concordia University, River Forest, Illinois
- M.Ed., Tulane University, New Orleans, Louisiana
- M.Ed., Louisiana State University, Baton Rouge, Louisiana
- Ph.D., University of New Orleans, Lake Front, New Orleans

Teaching and Athletic Staff

Brad Barbarick, 1993
Men’s Basketball Coach, Health and Physical Education Instructor

- B.S., Columbia Christian College, Portland, Oregon
- M.S., Western Oregon State College, Monmouth, Oregon

Megan Bouslaugh, 2004
Associate Dean for Student Development

- B.A., Warner Pacific College, Portland, Oregon
- M.A., Western Seminary, Portland, Oregon

Aaron Christian, 2006
Women’s Basketball Coach, Health and Physical Education Instructor

- B.A., Pacific Lutheran University, Tacoma, Washington
- M.Ed., Washington State University, Pullman, Washington
Scott D. Crawford, 2005  
Assistant Athletic Trainer
- B.S., Oregon State University, Corvallis, Oregon
- M.S., Arizona School of Health Sciences, Mesa, Arizona

Thomas Daniels, 2004  
Director, MBA Program, Bend, Oregon
- B.S., University of Mississippi, University, Mississippi
- M.S., Naval Postgraduate School, Monterey, California

Randy Dalzell, 2005  
COE Placement Director, Men’s and Women’s Track and Field and Cross Country Coach
- B.S., Columbia Christian College, Portland, Oregon
- M.Ed., Linfield College, McMinnville, Oregon

Jason Dormeyer, 2007  
Sports Information Director
- B.S., Minnesota State University-Moorhead, Moorhead, Minnesota

Christopher Duenow, 2002  
Women’s Volleyball Coach, Health and Physical Education Instructor
- B.A., University of Washington, Seattle, Washington

Ron Fonger, 1984  
Director of Information Services, Institutional Research
- B.S., University of Wisconsin, Superior, Wisconsin
- Ph.D., (ABD) Michigan State University, East Lansing, Michigan

Ronn Grove, 2007  
Men’s and Women’s Golf Coach
- P.G.A.

Carrie Kosderka-Farrell, 2003  
Women’s Softball Coach
- B.S., University of Utah, Salt Lake City, Utah
Emily Kosderka, 2001
Head Athletic Trainer

- B.S., Willamette University, Salem, Oregon
- M.S., Indiana University, Bloomington, Indiana

Grant Landy, 1997
Women’s Soccer Coach, Health and Physical Education Instructor

- B.A., California Polytechnic State University, San Luis Obispo, California

Terry McGlasson, 2001
Director of Counseling and Learning Services

- M.A., Western Seminary, Portland, Oregon
- M.Div., Western Seminary, Portland, Oregon

Glenn Smith, 1991
Vice Provost for Student Services and Enrollment Management

- B.A., Azusa Pacific College, Azusa, California
- M.A., Azusa Pacific College, Azusa, California
- Ed.D., Portland State University, Portland, Oregon

Rob Vance, 1999
Men’s Baseball Coach, Chair, HPE Department

- B.A., Pacific University, Forest Grove, Oregon
- M.S.T., Portland State University, Portland, Oregon

Administrative Staff

Megan Bouslaugh, Associate Dean for Student Development

Jim Cullen, Director of Enrollment Services

Steve Deklotz, Dean of Students

Ron Fonger, Director of Information Services; Administrative Applications & Director of Institutional Research

Greg Harris, Director of Marketing

Trish Lichau, Director of Information Services, Academic Applications

Alan Luher, Director of Campus Safety

Brent Mai, University Librarian
Terry McGlasson, Director of Counseling and Learning Services

Douglas Meyer, Director of Physical Plant Services

Brad Metzler, Director of Information Services – Infrastructure

Pamela Peters, Assistant Director of Human Resources

Rhoda Reseburg, Director of Financial Aid

Linda Ruhnke, R.N., Director of Health Services

Glenn Smith, Vice Provost for Student Services and Enrollment Management

Bobi Swan, Dean of Admissions

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Greg Harris, Director of Marketing
Linda James, Executive Assistant
Mike Madison, Director of Development
Sandra Martin, Gifts and Data Coordinator
Elisabeth McMillon, Prospect Research Manager
Jim Pressnell, Director of Church Relations
Jeanie-Marie Price, Director of Alumni and Parent Relations

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Appendix E: Directions to Campus

Coming from Portland International Airport

- Head east on NE Airport Way — away from the Airport. The first signal you will come to is NE 82nd Ave. Turn right onto 82nd.
- Follow 82nd around a few curves - you will soon be heading down what appears to be a highway.
- Take the “exit” for NE Columbia Blvd and turn right onto Columbia.
- Follow Columbia to a signal at NE 60th Ave. Turn left onto 60th.
- Turn right at the next signal onto NE Portland Hwy/US Bypass 30.
- Follow US-30 BP 3.7 miles. (This road will have several street name changes, but will remain the main flow of traffic.)
- Turn LEFT on NE 27th at signal.
- Follow NE 27th 7 blocks, the campus will be on your left

Going North on I-5

- Exit North Lombard Street East (Exit #305A)
- Turn right, head east on Lombard
• Follow to NE 27th (signal) and turn right
• Follow NE 27th 7 blocks, campus on left

**Going South on I-5**

- Exit Portland Blvd (Exit #304)
- Head east onto Portland Blvd
- Turn right onto MLK Blvd
- Turn left onto Ainsworth Street
- Turn left onto NE 27th Avenue
- Campus one block on right

**Going East on I-84**

- Exit NE 33rd (Exit #1)
- Turn left, go north on 33rd for 2.3 miles to NE Ainsworth Street (signal)
- Turn left on Ainsworth, right on 28th

**Going West on I-84**

- Exit I-205 North, follow signs to Seattle
- Take Exit #23B - NE Columbia Blvd.
- Stay to the right to merge onto US-30 Bypass West.
- Immediately move to left lanes. (DO NOT take Columbia Blvd.)
- Follow US-30 BP 3.7 miles. (This road will have several street name changes, but will remain the main flow of traffic.)
- Turn LEFT on NE 27th at signal.
- Follow NE 27th 7 blocks, the campus will be on your left.

**Going North on I-205**

- Take Exit #23B - NE Columbia Blvd.
- Stay to the right to merge onto US-30 Bypass West.
- Immediately move to left lanes. (DO NOT take Columbia Blvd.)
- Follow US-30 BP 3.7 miles. (This road will have several street name changes, but will remain the main flow of traffic.)
- Turn LEFT on NE 27th at signal.
- Follow NE 27th 7 blocks, the campus will be on your left.

**Going South on I-205**

- Take Exit #23B - NE Columbia Blvd.
- Turn right at the end of the onramp and immediately merge to the left lanes onto US-30 Bypass West. (DO NOT take Columbia Blvd.)
- Follow US-30 BP 3.7 miles. (This road will have several street name changes, but will remain the main flow of traffic.)
- Turn LEFT on NE 27th at signal.
• Follow NE 27th 7 blocks, the campus will be on your left.

Appendix F: Campus Map

Buildings
1  Luther Hall
2  Hagen Campus Center
3  Fine Arts Building
4  PE Building/Gymnasium
5  Modular Classrooms 103, 104, 105, Nursing Lab (M105)
6  Modular Classrooms 101, 102
7 Counseling (Crossroads House)
8 Student Services
9 President/Executive Offices (Concordia House)
10 Soccer Field
11 Baseball Diamond
12 Centennial Hall: College of Education
13 Centennial Hall: College of Theology, Arts, and Sciences
14 Centennial Hall: College of Health and Human Services
14 Centennial Hall: School of Management
15 Neils Hall
16 Neils Hall
17 Elizabeth Hall
18 Mary Neils/Bookstore
19 Weber Hall
20 Holman Apartments: North
21 Holman Apartments: South
22 East Hall
23 St. Michael’s Lutheran Church
24 The Quad
25 Campus Housing

**Departments and Offices**
1 Academic Services
1 Admissions
2 Alumni Office
9 Art
4 Athletics
18 Bookstore
2 Brandes Student Union
1 Business Services
2 Cafeteria
8 Career Resource Center
1 Chapel (St. Michael’s Church)
12 College of Education
13 College of Theology, Arts, and Sciences
2 Computer Labs
9 Concordia House Executive Offices
7 Counseling Center
14 Department of Business
14 Department of Health and Human Services
2 Dining Services
9 Drama
2 Education Media Services
12 Elementary Education
18 English Language School Offices
1 Financial Aid
2 Foundation
2 Hagen Campus Center
8 Health Services
25 Housing
2 Information Office
2 Information Services
1 International Programs
7 International Student Services
2 Library
6 Module 101, 102
5 Module 103, 104, 105
9 Music
2 Physical Plant Services
9 President’s Office
1 Registrar’s Office
8 Residence Life Office
14 School of Management
1 Science
12 Secondary Education
18 Security
14 Social Work
8 Student Services
4 Weight Room
2 West Dining Hall
8 Writing and Tutoring Center