Core Requirements for **Research & Statistics**: 6 Credits Required

- Select **one** of the following courses:
  
  **CA 530/CA 615: Research Process & Practice**  
  (Formerly titled Communication Research Methods)  
  **OR**  
  **EDCI 631: Research Design and Data Analysis**

**Course Descriptions:**

**CA 530/CA 615 Research Process & Practice**  
(Formerly titled Communication Research Methods)  
Credit 3 hours  
A review of research methods used in the discipline of Communication wherein students can gain an understanding of and practice in research design. Students will be exposed to both quantitative and qualitative methodologies. Please note the renumbering effective Fall 2013.

**EDCI 631 Research Design and Data Analysis**  
Credit 3 hours  
Develop competencies in producing and utilizing research to improve professional practice. Quantitative and qualitative methods will be presented. Quantitative methods will be the primary emphasis including basic statistical methods. Students will produce a research plan and literature review. Please note the title change effective Fall 2013.

- Select **one** of the following courses:
  
  **MATH 533: Statistical Methods and Data Analysis** (MATH 533 requires statistics taken at the undergraduate level prior to enrolling).  
  **OR**  
  **PYSC 538: Behavioral Statistics**

**Course Descriptions:**

**MATH 533 Statistical Methods and Data Analysis**  
Credit 3 hours  

**PSYC 538 Behavioral Statistics**  
Credit 3 hours  
Computational and graphical techniques in descriptive and inferential data analysis. Primary topics include the scales of measurement, shapes and types of distributions, measures of central tendency and variability, correlation, regression, hypothesis testing; analysis of variance, interval estimation, sampling, and probability theory. Course will also include an introduction to statistical software and multivariate methods.

**Schedule – Research & Stats Courses**

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<tr>
<th>Course #</th>
<th>Title</th>
<th>Fall 14</th>
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<td>CA 615</td>
<td>Research Process &amp; Practice (Formerly titled Communication Research Methods). (Formerly CA 530, course was renumbered in Fall 2013)</td>
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O = online; L = Blended (89 section) – on-campus students attend in the classroom, off-campus students attend online.

*CSC reserves the right to make changes at any time to facilitate the delivery of high-quality educational services.*
Elective Options for Organizational Management & Leadership Core – Students are encouraged to work in cooperation with their advisor to identify the classes which will best compliment their degree goals.

NOTE: A minimum of 18 of the total 36 credit hours must be from the 600 level courses

**CTE 632 Organizational Leadership**  
Credit 3 hours  
A study of leadership theories, characteristics, styles, and effectiveness as related to growth of an organization and the development of the personnel within the organization.

**CA 610 Theories of Conflict Resolution & Mediation**  
Credit 3 hours  
Approaching conflict resolution and mediation from a skills perspective. Effective conflict mediation and resolution skills in both personal and professional settings will be discussed.

**CA 630 Organizational Communication**  
Credit 3 hours  
This course investigates the nature, content and effects of communication in organizations. The course takes a practical approach focusing on typical communication situations experience in many organizations. A variety of learning methods will be employed in the course to examine how communication theory can effectively be applied. Students will participate in presentations, group activities, and case studies. The material for looking at organizations will be from a variety of academic disciplines, and the focus will be on how meaning is created, transmitted, and shared.

**MGMT 610 Human Capital Management**  
Credit 3 hours  
Human Capital Management (HCM) covers the principles and techniques of human capital management from both micro and macro perspectives, including legislation affecting employers today and practical applications of various people related functions. State-of-the-art insight is offered into the human resource functions of recruiting, development, compensation, integration and separation. Emphasis is given to the transfer of theory, to support the application of HCM techniques that may be used by business/organizational leadership to strategically develop and tactically deploy human capital to produce results in the real-world enterprise.

**MGMT 620 High Performance Leadership**  
Credit 3 hours  
Review current theory and practice of leadership with emphasis on developing skills relevant to prospective and practicing mid-level managers. Topical subjects may include participative leadership, delegation, empowerment; current leadership theories and practice; change leadership; leadership for group decision-making; team building leadership; leadership for quality performance; developing leadership skills; and building effective relationships. Leadership experiential exercise and/or experience will be integrated with contextual material as relevant and practical. Prerequisite: Fundamentals of Management or equivalent encouraged.

**MGMT 630 Organizational Behavior**  
Credit 3 hours  
The determinants and organizational consequences of both individual and group behavior within formal organizations, with emphasis on theories, concepts, and empirical findings from the behavioral sciences that will help managers to understand, predict, and influence the behavior of members of an organization. Prerequisite: Fundamentals of Management or equivalent encouraged.

**MGMT 639 Legal and Social Environment of Business**  
Credit 3 hours  
Examines the legal and social environments as they developed up to present situations, emphasizing current trends.

**MATH 631 Mathematics for Management**  
Credit 3 hours  
Quantitative methods for managerial, educational administration, and public policy applications. Topics from discrete math, data analysis, and operations research areas.
PSYC 541 Advanced Organizational Psychology  Credit 3 hours
This course provides a detailed look at psychological research and theories as applied to human performance in organizational settings, with special emphasis on issues surrounding diversity and organizational training.

Online Management & Leadership Course Schedule*
(On-campus students may have additional options, please check with your advisor)

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O = 16 week format
A = 8 week format, 1st 8-week session of semester
B = 8 week format, 2nd 8-week session of semester
~ = summer courses vary in length format

*CSC reserves the right to make changes at any time to facilitate the delivery of high-quality educational services.

Core Requirements for Thesis/Scholarly Project/Internship: 6 Credits
Required – Available every semester

Thesis (6 credit hours)
 OR
Scholarly Project (3 credit hours) AND Internship (3 credit hours)
 OR
Internship (6 credit hours)

Course Descriptions:

Thesis  Credit 6 hours
The completion of a research project of considerable scope. The report of a study conducted under the guidance of the student’s advisor. Required of those candidates for the master’s degree who elect Plan I and recommended for all who plan to do further advanced work in education. Must complete 6 hours. Proposal must be approved by the student’s committee and Dean of Graduate Studies prior to registration.

Scholarly Project  Credit 3 hours
Project pertaining to a field of specialization. Designed in consultation with student’s graduate committee. Includes paper summarizing the project. Required for students completing Plan II. Must complete 3 hours.

Internship  Credit 3 or 6 hours
Provides practical work experience in an agency related to career and technology education. Interested students should contact the Internship and Career Services office to secure application materials. Application should be made prior to the semester the internship will be started. The amount of credit will be based on the availability of a suitable work position, the qualifications of the applicant, and the work hours. Students must first complete a minimum of 18 credit hours in their degree program.
**Elective Options for Human Services Program Focus Area** – Students are encouraged to work in cooperation with their advisor to identify the classes which will best compliment their degree goal.

**Select ONE of these courses NOT already taken in the Organization Management and Leadership area.**

**ACTG 532/632 Managerial Accounting**  
Credit 3 hours  
An introduction to the fundamentals of management accounting with an emphasis on the use of accounting information in cost accumulation, decision making, and planning and control. Prerequisite: Fundamentals of Accounting or equivalent encouraged.

**BIS 632 Information Systems for Managers**  
Credit 3 hours  
Overview of Information Systems. Stresses role of the manager and the strategic use of technology in business.

**CTE 531 Introduction to Special Needs Programs in CTE**  
Credit 3 hours  
Designed to help high school career and technical education teachers and special education teachers determine the work based needs of learners identified as special populations. The course includes transition to work curriculum and program plans.

**CTE 552 Program Development, Implementation and Assessment**  
Credit 3 hours  
A course that studies the development, implementation, and assessment of programs within an organization. The course examines the leadership necessary to accomplish the goals and mission of the organizations programs.

**CA 520 Relational and Family Communication**  
Credit 3 hours  
Advanced interpersonal course designed to give students the opportunity to explore current interpersonal research in modern family relationship situations. In-depth exploration of intimate communication, parent-lead communication, child-child communication and extended family communication in the western tradition and inter-culturally.

**CA 540 Gendered Communication**  
Credit 3 hours  
Explores gender as a communication variable in settings ranging from interpersonal relationships, organizational settings, to public or mass communication.

**CA 610 Theories of Conflict Resolution & Mediation**  
Credit 3 hours  
Approaching conflict resolution and mediation from a skills perspective. Effective conflict mediation and resolution skills in both personal and professional settings will be discussed.

**CA 620 Media Relations and Leadership**  
Credit 3 hours  
This course examines leadership and its relationship to the media. It uses a case study approach for understanding the roles and responsibility that leadership plays in generating effective messages and communication through the media to inform its target audiences and influence public opinion. Using specific cases, students review how the print, broadcast and digital media function with organizations and they analyze how to best develop and implement strategies in media relations for meeting the leadership needs of different types of organizations.

**CA 635 Cross-Cultural Communications**  
Credit 3 hours  
A critical examination of theoretical and applied aspects of cross-cultural communication as applied to diversity issues in individual, work and other social settings inside and outside the United States.

**EDAD 631 Public and Human Relations**  
Credit 3 hours  
An overview of current theory and practice in public relations, indicating principles and models to help understand how to sell an idea, build a coalition and manage crises. Working with various sources to develop a public relations plan will be addressed.
FCS 517 Wellness Across the Lifespan  Credit 3 hours
Students will discuss current health issues and incorporate wellness practices that lead to positive personal changes in health and wellness lifestyle as well as understand the importance of a healthy lifestyle throughout the lifespan. Examination of health, history, medications, culture, ages, lifestyles, predisposed health conditions, injury/physical challenges, and the individual’s goals/objectives. Students will use wellness models and developmental models as a basis for learning skills and strategies which promote a lifetime of wellness. Emphasis is on empowering students to work with individuals across the lifespan (birth through old age) in promoting optimal wellness choices.

FCS 520 Loss Across the Lifespan  Credit 3 hours
A study of the “losses” experienced by individuals and families. This includes the loss of things, relationships, and function, as well as intrapsychic loss, social loss, and system loss. Losses and the interpretation of loss change as individual’s progress through the life cycle. This course will focus on loss and grief across the lifespan.

FCS 527 Worksite Wellness  Credit 3 hours
This course covers the assessment, development/design, implementation and evaluation of worksite health promotion programs and the benefits these programs have for employees, their families, employers and society. Students will review various health risk appraisals and plan theory-based incentive programs designed to promote positive lifestyles. Students will learn how to facilitate implementation and evaluation of wellness programs for individuals and worksite locations. An examination of the physical and psychological factors that affect health throughout the life cycle will be made by applying fundamental knowledge and skills of designing, planning, and evaluating a basic workplace wellness program. Students will also conduct and report on a workplace needs assessment and prepare a proposal to implement a sustainable, comprehensive, and integrated workplace health and wellness program.

FCS 534 Issues in Human Services  Credit 3 hours
Provides an opportunity to concentrate on current issues in the health and human services field including policies, programs, funding, consumer rights and administrative issues. Significant emphasis is placed on effective grantsmanship, including writing and administering grant proposals.

FCS 537 Family Strengths  Credit 3 hours
This is an advanced study in the dynamics of successful family relationships. Investigation into the attributes of vital families which contribute toward the resolution of stressors in meaningful and positive ways. Lecture, discussion, and case study.

FCS 547 Nutrition for Sport and Wellness  Credit 3 hours
A study of the nutrients and their relationship to sport and wellness. We will address the special nutritional and training needs of athletes and individuals who are physically active. Major topics include the function and sources of each of the nutrients; fueling for pre exercise, during exercise and after exercise; specific meal planning, nutrient needs for specific athletes and wellness lifestyles; and more.

FIN 632 Finance for Managers  Credit 3 hours
This course provides a perspective on the core aspects of financial management for businesses, including: how to read financial statements, forecast revenue and plan for growth, evaluate the financial viability of projects, employ cash flow to analyze business status, calculate the cost of business activities, control business operations through effective budget management.

**MKTG 630 Marketing Management  Credit 3 hours
Management of the marketing process to include planning, pricing, promotion, and distribution of ideas, products, and services to give the organization a competitive edge. Prerequisite: Fundamentals of Marketing or equivalent encouraged.
**MATH 631 Mathematics for Management**  Credit 3 hours  
Quantitative methods for managerial, educational administration, and public policy applications. Topics from discrete math, data analysis, and operations research areas.

**MGMT 560 Topics in Management**  Credit 3 hours  
Topics or seminars will be selected as needed to keep student abreast of contemporary issues in management.

Online Human Services Emphasis Course Schedule*
(On-campus students may have additional options, please check with your advisor)

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DEGREE MAPPING TOOL
MASTER OF SCIENCE IN ORGANIZATIONAL MANAGEMENT – Human Services Focus Area

RESEARCH DESIGN & METHODS COURSES (6 hours)

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<th>Prefix</th>
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<th>Grade</th>
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<tr>
<td>CA</td>
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<td>Communication Research Methods</td>
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<tr>
<td>MATH</td>
<td>533</td>
<td>Statistical Methods &amp; Data Analysis OR</td>
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ORGANIZATIONAL MANAGEMENT & LEADERSHIP COURSES (12 credit hours from the following choices)

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<th>Prefix</th>
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THESIS/SCHOLARLY PROJECT, INTERNSHIP (6 hours)

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PROGRAM FOCUS AREA (12 hours)

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Degree must have at least 18 credits at the 600 level.
Students have a seven year window in which to complete the degree once they begin taking courses.