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Concordia University Wisconsin admits qualified students of any age, sex, race, color, national or ethnic origin, physical or mental conditions, or developmental disability, to all the rights, privileges, programs, and activities generally accorded or made available to students at the school. Concordia University Wisconsin does not discriminate on the basis of race, color, national or ethnic origin, age, sex, physical or mental condition, or developmental disability in the administration of its admission policies, education policies, scholarship and loan programs, athletic and extra-curricular programs or other school-administered programs.

Concordia University does not discriminate on the basis of handicap. (c.f. Section 504 of the Rehabilitation Act of 1973).

CONCORDIA UNIVERSITY WISCONSIN

Concordia University Wisconsin is a Lutheran higher education community committed to helping students develop in mind, body, and spirit for service to Christ in the Church and the world.

SCHOOL OF ADULT EDUCATION

Concordia University's School of Adult Education is charged with carrying the mission of the University to the non-traditional adult student. Like the traditional degree programs, the programs in the School of Adult Education are founded in the Christian Liberal Arts tradition of the University.

However, the program is very much tailored to the needs and unique capabilities of the adult learner. For instance, classes are offered at locations near students' homes or work. Classes are offered in an accelerated evening format. Three credits can be earned in four to six weeks (eight weeks in the Masters Program) with classes meeting once per week. In addition, students can earn credit in a variety of modalities from the traditional classroom setting to college level learning experiences obtained through their career or even hobbies.

The adult student and the traditional post high school age student differ in that the former has benefited from years of life experience and then sought the academic education, while the traditional student first receives the education and then the life experience. Thus, the needs of the adult learner are different; socialization, for instance, plays a much greater role in the academic life of the traditional student and, indeed, accounts for much of the necessity for extended contact hours. Adults, on the other hand, are interested in cutting right to the essence of a topic and are capable of processing greater amounts of material over much shorter periods of time.

We are often asked what the difference is between Concordia's programs and those of other accelerated adult degree programs. We are often asked how we get as much accomplished in a four to six week schedule as one does in a traditional semester. If one views the adult educational paradigm as merely an accelerated version of a traditional semester, then the format fails - it lacks academic integrity. If, however, one considers the paradigm as a "distance learning" or "independent study" format to which are added 16 to 24 hours of classroom experience, then one will have a better understanding of the adult learning process. It is expected and required that the majority of the learning will occur outside the classroom through directed independent study.

A hallmark of all adult education degree programs is a strong emphasis on the direct applicability of the course material to the students' careers. Our majors accomplish this admirably. In addition, and this is the key difference, our entire program is infused with the liberal arts conveyed in a Lutheran Christian context.

The goal in adult education is personal development. The University has identified nine competencies or areas in which this should occur: aesthetic sensibilities, communication skills, cultural understanding, numeracy, problem solving, physical development, spiritual development, scientific literacy, and citizenship. Growth in these areas occurs throughout the program of study and is measured and documented by the school's comprehensive assessment plan.

ACCREDITATION

Concordia University Wisconsin is accredited by the Higher Learning Commission and is a member of the North Central Association of Colleges and Schools. In addition, the School is accredited by the educational agencies in the states in which it has centers.

The Higher Learning Commission
30 North La Salle Street, Suite 2400
Chicago, IL 60602
312-263-0456

Indiana Commission of Proprietary Education
302 W. Washington Street, Room E210
Indianapolis, IN 46204-2767
Toll Free Number 1-800-227-5695

The Business Management major includes study from a variety of disciplines which will enable the student to develop knowledge, skills, and attitudes to more effectively deal with managerial, human, and financial dynamics within an organization. Specific learning goals for the Business Management major include:

- the ability to use critical and creative thinking skills in the business context;

The General Studies curriculum provides core credits and electives for all career-field majors, or it stands by itself as a major or minor. The major sequence consists of integrated studies of mankind and civilization. The courses combine the history, literature, world view, great works, and major figures of each culture studied.

The goals of General Studies are depth, breadth, creative thinking, and leadership development in all the disciplines and areas of the competencies. These are transferable skills that prepare the student for change and never go out of date.

General Studies modules foster student development in each of the nine areas of competency that comprise the CUW curriculum: aesthetics, citizenship, communication, cultural understanding, numeracy, physical discipline, problem solving, scientific literacy, and spiritual development. In addition, the General Studies major includes the following major-specific goals, enabling students better to “gauge” the world we live in by being able to:

- Gain a broad knowledge of major world cultures;
- Acquire a fundamental knowledge of world history that includes major events, themes, and persons;
- Understand the geographical, cultural, religious, and political divisions of the physical world;
- Grasp the correlation between works of literature and their historical and cultural contexts;
- Explore key philosophical movements and their relationship to Christian faith.

48 Credit Major Sequence (Bachelor or Associate Degree)

AL 107	Student Success Strategies	3 credits, 4 weeks
AL 204*	College Writing	3 credits, 6 weeks
AL 378	Africa: History and Culture	3 credits, 6 weeks
AL 379	Classical Greece and Rome	3 credits, 4 weeks
AL 380*	The Bible in History	3 credits, 4 weeks
AL 381	The World of Islam	3 credits, 4 weeks
AL 382	The Orient: History and Culture	3 credits, 4 weeks
AL 384	Medieval History and Literature	3 credits, 4 weeks
AL 386	Renaissance and Reformation	3 credits, 4 weeks
AL 387*	The Age of Enlightenment	3 credits, 4 weeks
AL 389	The Romantic Age	3 credits, 4 weeks
AL 390	Modernism: 1850-1950	3 credits, 4 weeks
AL 391	Contemporary Studies	3 credits, 4 weeks
AL 285*	Historical Methods	3 credits, 4 weeks
AL 103	Music	3 credits, 4 weeks
AL 158*	Science	3 credits, 4 weeks

*Starred courses fulfill core requirements inside the major.

Additional Core Requirements: 32 Credits (Associate: 9 Credits)

Civilization and World Views: Literature (3 credits)
 Communication (3 credits)**

Christian Doctrine (3 credits)
 Core Requirements: 32 Credits (Associate: 9)

The Management of Criminal Justice program provides professional growth and knowledge by affording the student the opportunity to analyze critical legal, operational, and managerial issues in the criminal justice field. The curriculum is designed to develop highly-skilled individuals by providing a practical and applied course of instruction in the

MAJOR: HEALTH CARE MANAGEMENT

The Bachelor or Associate of Arts in Health Care Management addresses supervisory skills essential to fields of management and administration throughout the acute, community and long term systems of care. These skills are integrated with concepts and themes from a variety of disciplines working collaboratively to understand, make decisions, and direct change within the health care setting. Opportunities to enhance personal growth and promote professional development are encouraged to help build the foundation for continued growth.

The Health Care Management Bachelor's Degree program is a State of Wisconsin approved "regular course of study," qualifying the graduate to take the Nursing Home Administrator examination. Students graduating with the Bachelors Degree in Health Care Management in states other than Wisconsin may be required to take additional classes and/or participate in an externship in order to qualify for the examination.

The goals of the Health Care Management program are to:

- Provide health care reflecting acceptance of individuals as holistic beings, created by God, respecting the dignity, worth, and rights of the individual;
- Synthesize knowledge from the sciences, humanities, and management theories as a basis for problem-solving and decision-making in health care;
- Evaluate research results applicable to health care;
- Demonstrate ability to manage and facilitate health care delivery through consultation, coordination, and collaboration with members of the interdisciplinary team;
- Identify strategies for personal and professional growth which indicate awareness of current trends and issues relative to health care management.

48 Credit Major Sequence (Bachelor or Associate Degree)

AL 107	Student Success Strategies	3 credits, 4 weeks
AL 234*	Speech Communication	3 credits, 4 weeks
AL 204*	College Writing	3 credits, 6 weeks
AL 159*	Heritage of Faith	3 credits, 5 weeks
AL 169	Statistical Methods	3 credits, 6 weeks
AL 356*	Critical Thinking & Creativity	3 credits, 4 weeks
AL 331	Management Principles in Health Care	3 credits, 4 weeks
AL 341	Health Care Marketing	3 credits, 5 weeks
AL 359	Human Resource Management	3 credits, 4 weeks
AL 365	Accounting	3 credits, 6 weeks
AL 338	Financial Issues in Health Care	3 credits, 6 weeks
AL 340	Health Care Ethics	3 credits, 4 weeks
AL 342*	Eldercare	3 credits, 4 weeks
AL 334	Strategic HC Planning and Evaluation	3 credits, 6 weeks
AL 444	Health Care Practicum	6 credits, 8 weeks

*Core courses taken in the Major Sequence.

Additional Core Requirements: 32 Credits (Associate Degree: 9 Credits)

Civilization and World Views: History (3 credits)**	Christian Doctrine (3 credits)
Civilization and World Views: Literature (3 credits)**	Culture (3 credits)
Mathematics (3 credits)	Citizenship (3 credits)
Language and Culture (3 credits)	Creative Arts (3 credits)**
Physical Development (2 credits)	Lab Science (3 credits)
Theology Elective (3 credits)	

**Required for Associate Degree.

Elective Requirements: 48 Credits (Associate Degree: 7 Credits)

God reveals Himself through His Word and, to a lesser degree, through His world. The Theology Major examines the Bible, God's revealed Word, in broad introductory overviews of the Holy Scriptures (isagogics) as well as in close reading of a particular biblical book (exegetical studies). The major also studies God's providence in history. In addition, students receive practical training in the application of their studies in ministry to others. For many Christians, the Theology Major offers the opportunity for a vocation in church, either as a primary or second calling.

Through participation in and upon completion of the Theology Major at Concordia University Wisconsin, students will:

- have a greater understanding of God's Word, the Holy Scriptures;
- appreciate the value of sound Christian doctrine based squarely on the Bible;
- develop a heightened awareness of God's working throughout history;
- understand the relevance of God's Word in today's world;
- be able to apply scriptural truths in ministry to others;
- serve as effective leaders in the Church and community.

With two additional courses and a semester-long internship in a congregation, Lutheran Church Missouri Synod students are eligible for certification in the Synod's Lay Ministry program.

48 Credit Major Sequence (Bachelor or Associate Degree)

AL 107	Student Success Strategies	3 credits, 4 weeks
AL 204*	College Writing	3 credits, 6 weeks
AL 379*	Classical Greece and Rome	3 credits, 4 weeks
AL 380*	The Bible in History	3 credits, 4 weeks
REL 201	The Old Testament	3 credits, 5 weeks
REL 203	The New Testament	3 credits, 5 weeks
REL 383	The Gospel of Luke	3 credits, 5 weeks
AL 210*	Theology	3 credits, 4 weeks
REL 204	Biblical Theology	3 credits, 5 weeks
REL 376	Christian Ethics	3 credits, 5 weeks
REL 387	History of Christianity	3 credits, 5 weeks
REL 233	Communicating Bible Messages	3 credits, 5 weeks
REL 328	Family and Youth Ministry	3 credits, 5 weeks
REL 287	Christian Care Giving	3 credits, 5 weeks
AL 407*	Christianity and World Religions	3 credits, 6 weeks
REL 312	Office of Professional Church Worker	3 credits, 5 weeks

*Core courses taken in the Major Sequence.

Additional Core Requirements: 32 Credits (Associate Degree: 9 Credits)

Civilization and World Views: History (3 credits)**	Creative Arts (3 credits)**
Culture (3 credits)**	Mathematics (3 credits)
Social Science (3 credits)	Communication (3 credits)
Language and Culture (3 credits)	Citizenship (3 credits)
Physical Development (2 credits)	Lab Science (3 credits)
Civilization and World Views: Literature (3 credits)	

**Required for Associate Degree.

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Now you can add new job skills, enhance your career, broaden your education, or meet elective requirements by pursuing one of Concordia's certificate programs or adding a minor to your degree program. The certificates can be taken as a part of a degree program or can be taken independently by anyone wishing to enrich their learning. The certificates may be taken either for college credit or not-for-credit and may be offered in the Concordia classroom or at corporate sites. Courses taken not for credit may later be awarded college credit if the additional tuition is paid. For details, please call one of our admissions officers.

**HEALTH CARE MANAGEMENT
CERTIFICATE OR MINOR - 18 CREDITS**

AL 331

THE STANDARD CORE CURRICULUM

BIBLE CONTENT

- AL 159 Heritage of Faith
- AL 159 Heritage of Faith (EL)
- AL 380 The Bible in History

CHRISTIAN DOCTRINE

- AL 210 Theology
- AL 210 Theology (EL)
- REL 204 Biblical Theology

CITIZENSHIP

- AL 235 Voices in Democracy (T)
- AL 284 Civil War (T)
- AL 310 Constitutional Law
- AL 347 Macroeconomics
- AL 387 The Age of Enlightenment
- ECON 200 General Economics (EL)

CIVILIZATION AND

WORLD VIEWS: HISTORY

- AL 161 World History
- AL 161 World History (EL)
- AL 285 Historical Methods

CIVILIZATION AND

WORLD VIEWS: LITERATURE

- AL 105 Literature
- AL 136 Literary Visions (T)

COMMUNICATION

- AL 180 Interpersonal Communication
- AL 180 Interpersonal Communication (EL)
- AL 234 Speech Communication

CREATIVE ARTS

- AL 102 Art
- AL 103 Music
- AL 206 American Cinema (T)
- AL 208 Art of the Western World (T)

CULTURE

- AL 270 Intercultural Communication
- AL 270 Intercultural Communication (EL)
- AL 286 Faces of Culture (T)
- AL 289 Cross Cultural Studies
- AL 377 Americas (T)
- AL 378 Africa: History and Culture
- AL 381 The World of Islam
- AL 382 The Orient: History & Culture*
- AL 425 Pacific Century (T)*

LAB SCIENCE

- AL 153 Forensic Science
- AL 154 Race to Save the Planet (T)
- AL 158 Science
- AL 330 World of Chemistry (T)

LANGUAGE AND CULTURE

- AL 201 English Language
- AL 391 Contemporary Studies

Literary and Visionary Studies / ACT 63 / ACT 63

A student's grade point average on the Concordia transcript will be based on the credits taken after entering the Adult Education Program. It does not include the GPA for coursework taken prior to entering Concordia. College level courses in which the student earned a "C-" or better will be accepted in transfer from regionally accredited colleges and universities. Transfer credits are shown on the Concordia University transcript as a block of credits accepted from each institution. There is a maximum of 80 credits allowed for transfer.

Prior approval must be obtained before enrolling in any of the options listed below. All transcripts must be on file at Concordia to ensure there will be no duplication of coursework.

Telecourses are designed to provide college-level studies for anyone who wishes to earn undergraduate credit toward a degree program or to improve his or her knowledge in any of the areas covered by the courses offered. Telecourses provide the student with the convenience of a self-paced curriculum. Being able to view the segments when most convenient for the student represents the ultimate in flexibility. A student is allowed a maximum of 16 weeks to complete a telecourse. Please phone the Office of E-Learning at 262-243-4400 or contact your Center Director for more information.

E-Learning Courses are available to our undergraduate students through the E-Learning office at Concordia. These courses may appeal to students who prefer self-study to classroom participation, or who missed out on a course needed with their cohort. The tuition is the same as other adult education courses, and books are included in the cost. For more information on courses offered in this format please contact the office of E-Learning at 262-243-4442.

Independent Study allows students to develop a course of study in a subject area for which there is not already a module or credits on the student's transcript. Through the completion of the proposal, the student will state goals and objectives, materials to be used, and means of assessing the learning. An advisor will be assigned to the study. It is the responsibility of the advisor to supervise the completion of the study and to report to Concordia satisfactory completion of the work, at which time credit will be awarded.

Travel Studies Travel study opportunities are offered every year and are available to traditional and adult students alike. Over the past few years destinations have ranged from Italy, to London, the Caribbean, China, France, and

1. Attend an Information Session or personal appointment with a program representative.
2. Complete the Application Form and submit it along with the \$35 application fee to the director of the Center you plan to attend. This form is also available online.
3. Request that official transcripts from all colleges or universities attended be sent directly to the Center at which you are enrolling. In cases where the student has less than 12 transferable credits, a high school transcript must also be requested.
4. Prospective students for whom English is not their native language must submit scores from the Test of English as

E - LEARNING www.cuw.edu/elearning

Business Management and the Human Resource Management Degree Programs are now being offered in an E-Learning format through the School of Adult Education. This format is independent and there is no on-site class attendance requirement.

Degree requirements are met by completing reading and writing assignments specified for each course. Exams, if a class requirement, are proctored at a testing center near the student. All courses are web based. Students are encouraged to interact and correspond with their instructor via e-mail, telephone, fax or mail.

Before registering for an E-Learning course, check your readiness for taking courses via E-Learning:

- I am a self-directed, self-motivated, independent learner who will ask for help from the instructor when necessary
- I have good reading and writing skills for getting directions and information and for completing assignments
- I have basic computer experience and competence with word processing, e-mail, and Internet browser software
- I have regular access to a computer with Internet capabilities
- I know how to send and receive e-mail, plus attach documents, and I have an e-mail address
- I can use the Internet to find information and resources
- I can download files to my hard drive
- My computer hardware and software meets the minimum requirements (see below)

If you answered yes to all of the questions above, then taking a course via E-Learning may be for you!

Computer Specifications You must have access to a computer with Microsoft Office (Word, Excel, and Powerpoint) and stable Internet access. System requirements for best access to course software and resources include Windows based PC with Pentium III or higher, Windows 2000 or newer, and Microsoft Office Professional 2003 or newer.

Tuition/Textbooksr/

ABSENCES AND TARDINESS

Because modules in the program are only four to six weeks in length, it is required that students attend each session. If emergency circumstances dictate missing a session, please notify the center staff and the instructor. If absence patterns develop, students may be asked to meet with the center/program director to justify their continued participation in the program.

Students are expected to attend all class periods of the courses for which they have registered. Absence from a course may result in a lower grade, depending on the professor's grading policy. The determination of what constitutes excessive absence in any course rests with the professor conducting that course.

FINANCIAL AID

The following is a list of Financial Aid options which are available to students enrolled in Concordia University Wisconsin's Adult Education Program. The "Free Application for Federal Student Aid" (www.fafsa.ed.gov) must be filed each academic year.

- 1. PELL GRANT** - This is a federal grant to assist undergraduate students. The Pell Grant Program awards on the basis of financial need. The grant ranges from \$200 to \$4,310 per year (not repayable). Wisconsin residents may be eligible for a Wisconsin Tuition Grant of \$250 to \$2,900, based on need. Submit a "Free Application For Federal Student Aid." (www.fafsa.ed.gov)
- 2. FEDERAL DIRECT SUBSIDIZED LOAN** - This loan program now offers funds for educational expenses of up to \$5,500 per year depending on financial need and grade level. One may borrow up to \$23,000 as an undergraduate student. It requires no repayment while you are a **less than a half-time student** at Concordia and it accrues no interest during this time. The loan's repayment period ranges from 10 - 30 years depending on the repayment plan chosen and begins after completion or termination of education. The interest rate will be a fixed rate at 6.8%. It charges a 1% Origination and Guarantee Fee which is deducted from the disbursement. To apply, submit a "Free Application For Federal Student Aid."
- 3. FEDERAL DIRECT UNSUBSIDIZED LOAN** - The Direct Unsubsidized Loan is an additional loan for self-supporting students. It offers loans for educational expenses of up to \$5,000 per year depending on eligibility and grade level. Borrowers do not have to show need. The interest rate will be fixed at 6.0%. Interest begins as soon as the loan is disbursed. However, payments may be deferred while the student is attending at least half-time. Students may utilize this loan only after they have borrowed their full eligibility from the subsidized Direct loan program for the year. A 1% fee will be deducted from the proceeds. To apply, submit a "Free Application for Federal Student Aid."
- 4. VETERANS BENEFITS** - Veteran students can check on their eligibility for benefits by calling the Veterans Affairs Office in St. Louis at 888-442-4551. Students can also find useful information concerning veteran benefits at the Concordia University website. Go to www.cw.edu and click on "resources." Students attending campuses outside of Wisconsin should contact their Center Directors for more information. All other students may contact Barb Ellmaker, the Certifying Official at the Mequon Center, at 262-243-4350.
- 5. EMPLOYEE REIMBURSEMENT** - Many employers offer tuition reimbursement for students advancing their education. Prospective students should contact the tuition reimbursement officer at their place of employment.

Eligibility for Financial Assistance:

For financial aid purposes, a student is independent if any one of the following criteria is met:

1. Age 24 or older
2. Has completed a Bachelor's Degree and is working on Master's or Doctorate
3. Is married
4. Has dependents for whom he or she provides over 50% of their support
5. Is an orphan or ward of the court
6. Is a veteran

Independent students may qualify for the following amounts of student loans:

		Subsidized	Unsubsidized
If credits earned are 0-29	\$7,625 annually	\$3,500	\$4,000
If credits earned are 30-59	\$8,500 annually	\$4,500	\$4,000
If credits earned are 60 or more	\$10,500 annually	\$5,500	\$5,000

ACCT 101 PRINCIP

AL 180 / AL 180EL INTERPERSONAL COMMUNICATION focuses on the role of self-concept, perception, nonverbal behaviors, listening, self-disclosure, power, gender, and conflict within relationships in the workplace, community and home. Everyday negotiation skills are developed within the context of interpersonal conflict management. 3 credits, 4 weeks.

AL 201 ENGLISH LANGUAGE examines the basic structure of standard written English and elements of style in written composition. Activities will help students gain mastery in the conventions of English usage, explore the relationship between language and thought, and apply rhetorical principles in their own reading and writing. The course will also function as an introduction to linguistics, including attention to semantics, semiotics, and the cultural role of language. 3 credits, 4 weeks.

AL 204 / AL 204EL COLLEGE WRITING provides a variety of challenging writing tasks addressing a number of vital ideas and issues. Through critical reading and discussion of essays written by influential thinkers such as Niccolo Machiavelli, Martin Luther King, Jr., and Virginia Woolf, students learn to write thoughtful, logical, creative essays. Students develop editing, critical thinking, peer evaluation and research skills. One research paper is required. Prerequisite: AL 095 or acceptable assessment score. 3 credits, 6 weeks.

AL 206 AMERICAN CINEMA (Telecourse) introduces basic issues related to the phenomenon of American cinema. It looks at American film history from the 1890's through the 1990's, but it does not explore this history in a purely chronological way. It is a cultural history which focuses on topics and issues more than on what happened when. It also explores how Hollywood films work technically, aesthetically, and culturally to reinforce and challenge America's national self-image. 3 credits, maximum 16 weeks.

AL 208 ART OF THE WESTERN WORLD (Telecourse) relates the history of the Western visual tradition from the Classical period to the present time. Through lectures, visualization, and personal readings, students will learn to understand the principles behind the various periods and movements. 3 credits, maximum 16 weeks.

AL 209 VARIETIES OF BELIEF (Telecourse) prepares students to understand how the teachings and practices of world religions, various Christian communities, and contemporary ideologies influence people's evaluations of themselves, direction for their societies, and hope for the future. Prerequisite: AL 159 or AL 380. No duplication with AL 407. 3 credits, maximum 16 weeks.

AL 210 / AL 210EL THEOLOGY challenges the student to think theologically, yet concretely. Biblical, doctrinal, moral, and practical theology will be surveyed. This course will draw from various traditions, but a biblical foundation in the Christian tradition will be most prominent. Theological principles are applied to contemporary social and cultural issues. Prerequisite: AL 159. 3 credits, 4 weeks.

AL 234 SPEECH COMMUNICATION focuses on oral communication between the speaker and audience. Ethical speaking and critical thinking skills are developed as students gather information, organize, style, practice, and deliver formal speeches. The ability to speak with confidence is further developed through informal speech exercises. Topics include listening, research and use of visual aids. Application to workplace and community settings is emphasized. No duplication with AL 100 Public Communication. 3 credits, 4 weeks.

AL 235 VOICES IN DEMOCRACY (Telecourse) introduces the student to the study of American government, its structure, processes and actors. Students will examine the operations of the federal government as well as the roles of state and local governments. Also, the course will examine the role of the media and of public interest groups in American politics, as well as the nature of the electoral process. 3 credits, mus gove3nc 6.gme listening, research

AL 269 / AL 269EL WORKPLACE HEALTH AND SAFETY will provide students with the basic knowledge and principles of the field of occupational safety and health. This course is designed to provide students with an understanding and appreciation for the fundamental safety technology and management needs of the safety director. Prerequisite: AL 359 Human Resource Management. 3 credits, 4 weeks.

AL 270 / AL 270EL INTERCULTURAL COMMUNICATION provides students with an opportunity to develop communication skills necessary for a diverse workforce. In this course students come to understand intercultural communication by discussing language, stereotypes, behavior and patterns. Students develop the ability to apply cultural concepts to modern business situations and relate across cultures within that setting. 3 credits, 4 weeks.

AL 271 / AL 271EL SOCIAL PSYCHOLOGY introduces students to the study of persuasion, conformity and social influence through exploration of perception, cognition, self-justification, small group behavior, pro-social behavior, aggression and prejudice. Students learn how an individual's thoughts, feelings and behaviors are influenced by others and learn methods social scientists utilize to study human behavior. 3 credits, 4 weeks.

AL 272 / AL 272EL ORGANIZATIONAL MANAGEMENT PRINCIPLES engages students in the art and science of management. Prerequisite: AL 359 Human Resource Management. 3 credits, 4 weeks. **EL C(ROS SJ/ Span 3.1 Actua**

AL 314 CRIMINAL JUSTICE LIABILITY LAW explores the area of liability law as it relates to the criminal justice function. Areas to be covered will be liability issues regarding use of force, civil rights violations, failure to respond and vicarious liability. 3 credits, 4 weeks.

AL 316 ADMINISTRATIVE LAW explores areas of administrative law and its impact on the function of bureaucracies and public agencies. The course will focus on legal principles which affect the management of public agencies. 3 credits, 4 weeks.

AL 318 MANAGEMENT OF LAW ENFORCEMENT

COURSE DESCRIPTIONS

AL 346 BUSINESS FINANCE provides students with an overview of finance in the world of business, drawing heavily on the
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AL 382 THE ORIENT: HISTORY AND CULTURE examines the people of Pacific Asia on a topical basis comprising geographical and historical background, literature, music and fine arts, ideology, culture, social life, political systems, and religion. An emphasis

AL 474 / AL 474EL INTEGRATIVE PROJECT: THE BUSINESS PLAN is the capstone course in the Business Management major. Students learn entrepreneurial skills in the creation of a business plan which includes financial, human resource and marketing components. Prerequisites: AL 169 Statistical Methods, AL 204 College Writing, AL 346 Business Finance, AL 347 Macroeconomics, AL 358 Principles of Management or AL 272 Organizational Management Principles, AL 359 Human Resource Management, AL 365 Accounting, AL 366 Marketing Management, AL 371 Business Policy. 3 credits, 8 weeks.

ECON 200 PRINCIPLES OF ECONOMICS (E-LEARNING) is a survey of basic economic theory and its applications designed to cover principles of both microeconomics and macroeconomics. This one semester survey course is specifically designed to help students acquire the understanding of the basic economic decision making tools required for sound economic decision-making and further study in business related fields (fulfills the requirement for AL 347 Macroeconomics in the Business Management major). 3 credits, semester/distance format.

FIN 300 BUSINESS FINANCE (E-LEARNING) provides an introduction to the basic functions of financial management, including planning, control, investment returns and risk management, and optimum capital structure. This course, in a semester format, will also survey financial institutions, operations of financial markets, and the process of financial decision-making (fulfills the requirement for AL 346 Business Finance in the Business Management major). 3 credits, semester/distance format.

REL 201 THE OLD TESTAMENT is an overview of the Old Testament intended to acquaint the student with its background, content and messages. 3 credits, 5 weeks.

REL 203 THE NEW TESTAMENT is an overview of the New Testament intended to acquaint the student with its background, content and messages. Prerequisite: enrollment in church-work program or permission of instructor. 3 credits, 5 weeks.

REL 204 BIBLICAL THEOLOGY is a systematic study of major areas of Christian doctrine with an emphasis on what Scripture says, as well as how Lutheran doctrine reflects what Scripture says. 3 credits, 5 weeks.

REL 233 COMMUNICATING BIBLE MESSAGES helps the student acquire greater skill in communicating meaningful Bible messages, by learning the theory and practice of analyzing a text of Scripture, writing a message for a specific audience based on that text, and delivering the message. Topical and other creative approaches will also be examined. Prerequisites: AL 380, or REL 201 & REL 203; AL 210 or REL 204. 3 credits, 5 weeks.

REL 287 CHRISTIAN CARE GIVING offers the student preparing for full-time church work opportunity to understand and apply the theology and practice of the church in Christian care giving. Prerequisites: AL 380, or 201 & 203; AL 210 or REL 204. 3 credits, 5 weeks.

REL 312 OFFICE OF THE PROFESSIONAL CHURCH WORKER studies the role of auxiliary ministries in the light of the New Testament and the Lutheran Confessions. It pays particular attention to church administration and conflict resolution in congregations. Prerequisites: AL 380, or 201 & 203; AL 210 or REL 204. 3 credits, 5 weeks.

REL 328 FAMILY AND YOUTH MINISTRY explores congregation ministry with and for families by providing students with an understanding of parent and child relationships, teen development, and the place of faith and the church in family life. Special attention is paid to family life education, intergenerational ministry, and strategic planning, with the goal of building ministries that strengthen family relationships. Prerequisites: REL 201, REL 202, and REL 204. 3 credits, 5 weeks.

REL 376 CHRISTIAN ETHICS explores the distinct nature of Christian Ethics in dialogue with other forms of ethical inquiries. Contemporary Christian responses to timely ethical issues will also be explored. Prerequisites: AL 380, or 201 & 203; AL 210 or REL 204. 3 credits, 5 weeks.

REL 383 THE GOSPEL OF LUKE GOSPEL OF INISTRYINISTRY

MASTER OF BUSINESS ADMINISTRATION

The Master of Business Administration (MBA) Program is based upon the University's stated mission of developing in students the "professional competencies and commitment required for responsible participation and leadership in a complex society."

Concordia University Wisconsin's MBA Program is designed to prepare men and women to meet the challenges of a changing administrative environment. The program is designed to provide the opportunity of a professional education for the working student. The curriculum provides the broad base of knowledge needed by middle and upper level managers. While the MBA program is designed for those in business professions, it is readily adapted to meet the needs of students from engineering, health, non-profit, religious, and other fields.

The MBA degree requires 39 semester hours of credit comprising 13 courses. No thesis is required for this degree. Students ordinarily take one course at a time. This allows the program to accommodate a student's professional and personal schedule to the maximum degree possible. The capstone course, MBA 590, must be taken at the end of the degree program. Students must complete all requirements for the MBA degree within five (5) years of entry.

Our flexible program gives you the choice of pursuing your MBA in accelerated eight week classroom courses or through E-Learning where you have up to 16 weeks to complete a course.

You are given the flexibility to design your MBA program. With our guidance you decide the course load and courses you wish to take.

FREQUENTLY ASKED QUESTIONS

Are the GMAT or GRE tests required for admission?

No. Your undergraduate cumulative grade point, work experience, and letters of reference are used to determine your acceptance into the MBA program. A 3.0 minimum undergraduate cumulative GPA is required for full acceptance. In addition, all MBA applicants are required to have earned their bachelor's degree from an accredited college or university.

When can I start?

Terms begin every eight weeks for the accelerated classroom program, or you can start at any point in the flexible E-Learning format.

Is our MBA program accredited?

The MBA program is accredited by the International Assembly for Collegiate Business Education (IACBE).

THE MBA CORE

In keeping with the purpose of a MBA, our curriculum is designed to provide the student with a broad spectrum of the business scene. To this end, the courses provide advanced instruction in many areas of business. The utilization of a concentration allows the student at the same time develop an area of expertise. The MBA program consist of 39 credits which include eight core courses and five courses in concentration area. The MBA program has six prerequisite courses. They are Accounting, Finance, Management, Marketing, Economics, and Statistics.

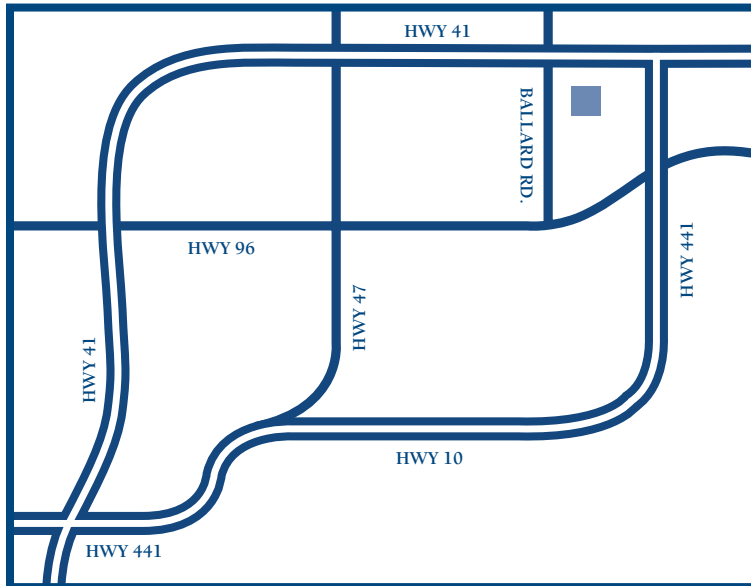
MBA 500/800	Managerial Economics
MBA 510/815	Applied Statistic Methods
MBA 520/820	Management Information Systems
MBA 530/830	Corporate Finan@orpor1 1(Statisnance,)3:-0.005 Tc 1

MBA CONCENTRATION COURSES

CHOOSE FIVE COURSES IN ONE AREA

Management

CENTER DESCRIPTIONS



APPLETON CENTER

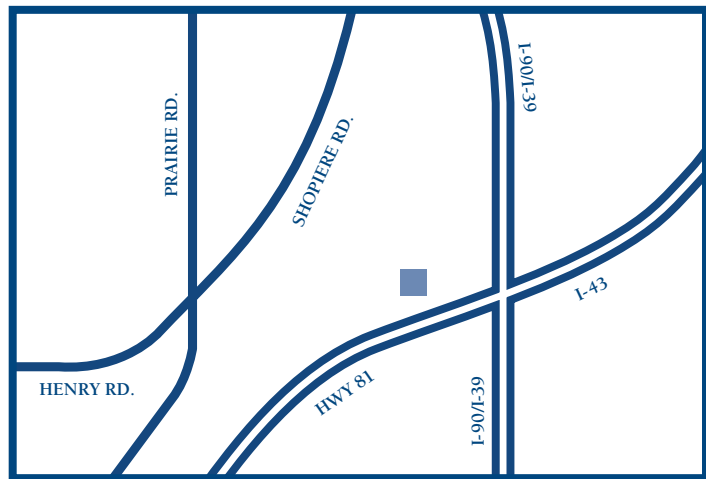
The new Appleton Center is located in the American Family Insurance Building just South of Highway 41, on Ballard Rd. and only a few blocks South of Thrivent Financial.

Concordia University Appleton Center
 3232 N. Ballard Road
 Appleton, WI 54911
 920-968-0933 (FAX 920-968-0935)
 Toll Free: 866-289-6212
<http://www.cuw.edu/appleton>

BELOIT CENTER

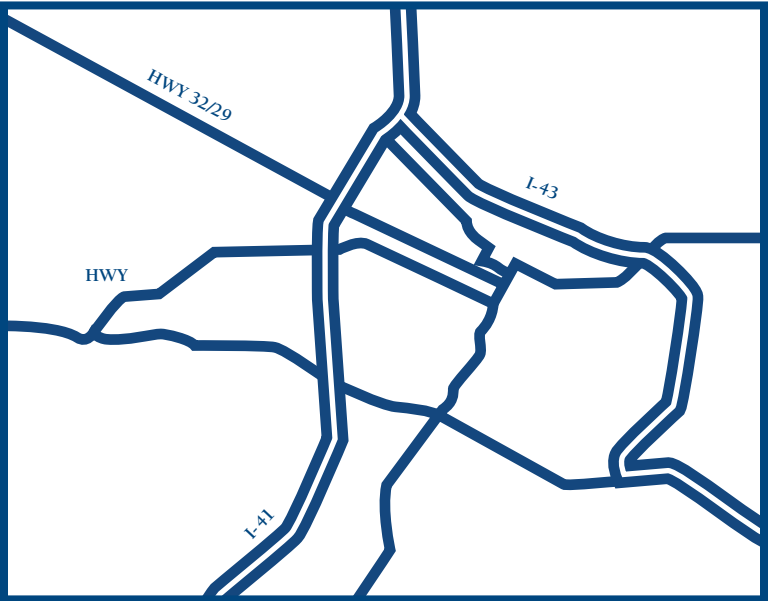
The Beloit Center is conveniently located just East of I-90/39 on Highway 81 (Sutler Avenue) in the Morgan Square Shopping Plaza. The Center is open at times convenient to serve working adults and is but a short drive from the thriving communities of Rockford, Beloit and Janesville.

Concordia University Beloit Center
 2040 Sutler Avenue
 Beloit, WI 53511
 608-361-1830 (FAX 608-361-1831)
 Toll Free: 866-216-0253
<http://www.cuw.edu/beloit>

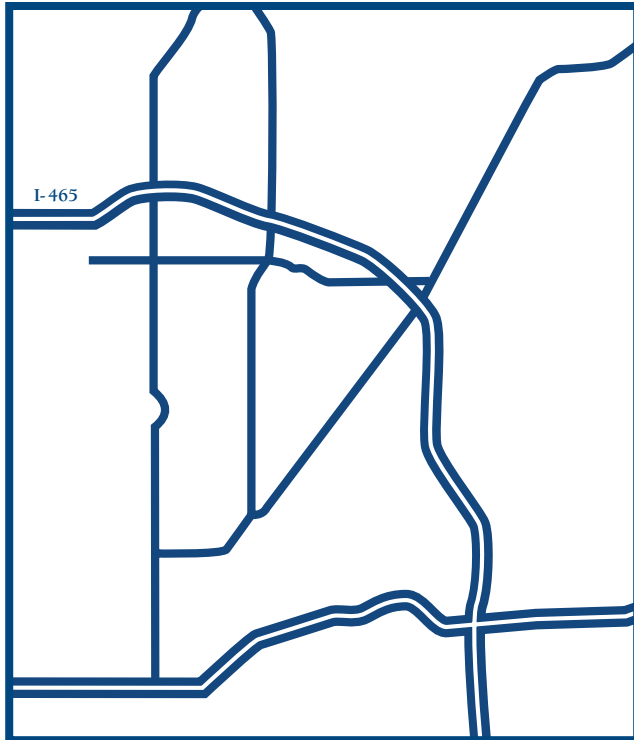


The Eau Claire Center is located in Peace Lutheran Church, 501 E. Fillmore Ave, just a few blocks south of Clairemont Ave. Students have access to a lounge area and ample parking. TD[LuthCC374 T

CENTER DESCRIPTIONS



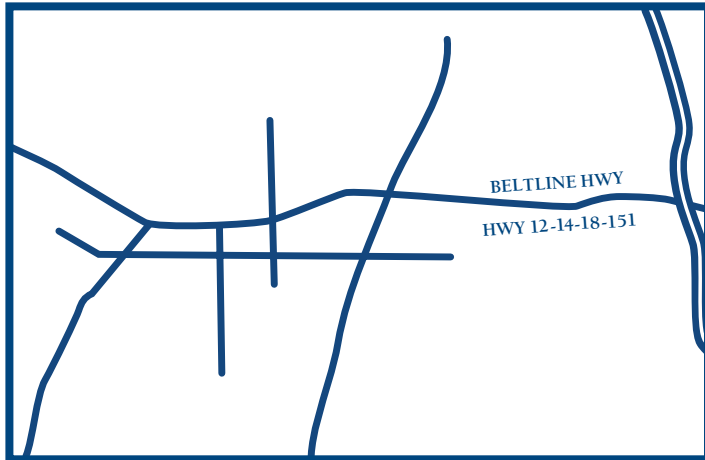
CENTER DESCRIPTIONS



The Indianapolis Center is located at 11350 N. Meridian Street, Suite-200 in Carmel, Indiana. This is in the New York Life building on the west side of Meridian Street just south of the 116th Street stoplight.

Concordia University Indianapolis Center
11350 N. Meridian Street, Suite 200
Carmel, IN 46032
317-844-1711 (FAX 317-844-1732)
Toll Free: 800-637-4567
<http://www.cuw.edu/indianapolis>

CENTER DESCRIPTIONS



MADISON CENTER

Concordia's Madison Center is located on the southwest side of the Madison metropolitan area in the METASTAR building at 2909 Landmark Place, Suite 101, just off of the Beltline and Todd Drive.

Concordia University Madison Center
2909 Landmark Place, Suite 101
Madison, WI 53713
608-277-7900 (FAX 608-277-7969)
Toll Free: 800-859-4872
<http://www.cuw.edu/madison>

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Ahern, La ra
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Beloit, Human Resource Management

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Thompson, J d

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Vice President

Eli abe h E ans
Director Adult Education Academics

Roland Ehlke
Program Director, General Studies, Theology

Barb Ellmaker
Regional Assistant

Rober No^vak
Admissions

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MADISON

Br an Woodho se
Regional Director

Carrie B ri
Director

Marianne Frank
Admissions

FORT WAYNE

Ka ie Sch ermman
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Program Director,
Criminal Justice Management,
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Lenard Wells
Director

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MILWAUKEE MIDTOWN

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Director

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Director

Car l S^vi er
Admissions

EAU

E-LEARNING

S6C3d097A Pecor
Director

