Grace Opportunities for Adult Learners (GOAL)

GRACE
COLLEGE &
SEMINARY

Grace Opportunities for Adult Learners (GOAL)

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GOAL PROGRAM DESCRIPTION

Grace College, in Winona Lake, Indiana, offers an adult degree completion program leading to a Bachelor of Science degree. Known by the acronym GOAL, this program serves those who have interrupted their higher education for work, family, or other commitments. Grace offers the faculty, courses, and academic resources to make completing a bachelor's degree a reality with convenient scheduling, current technology, and outstanding conventional classroom and online instruction.

Purpose
The Grace Opportunities for Adult Learners (GOAL) program exists to provide adult learners the ability to complete a Grace College four-year degree while maintaining their family and career responsibilities.

Schedule
New residential and online cohorts typically begin their programs in either August or in January. Also, based on demand, there may be a Summer start for online cohorts.

Each adult degree completion cohort will attend classes together for 16 months (four consecutive terms).

Three of the terms will consist of four courses. For residential programs, three of those four courses will meet one night per week for five weeks each. The fourth course of those terms will meet on two Saturdays.

Note: GOAL online adopts an asynchronous model of online education. Online weeks will run from Monday – Sunday.

Please view the institution's Campus Calendar for more information.

Technology Requirements
Information regarding the technology and user-skill requirements are available on the Office of Information Technology page of the institution's site.
https://online.grace.edu/admissions/technology-requirements/

Handbook
The GOAL Program has a handbook that outlines its policies and the unique situations encountered by adult learners. This handbook is available from the School of Professional and Online Education and is on the institution's intranet.

Notice of Nondiscrimination

Grace College and Seminary is a private, not-for-profit, faith-based exempt organization as described in Section 501 (c) 3 of the Internal Revenue code. In compliance with applicable federal and state laws, Grace College and Seminary does not discriminate on the basis of race, color, national origin, age, sex, or disability in its administration of its educational policies, admissions policies, scholarship and loan programs, and athletic and other school-administered programs and activates, or in employment.

The following person has been designated to handle inquiries regarding the Notice of Nondiscrimination:

> Carrie Yocum, Title IX Coordinator and VP of Administration and Compliance
> Grace College and Seminary
> McClain 102
> 200 Seminary Drive
> Winona Lake, IN 46590
> yocumca@grace.edu
> 574-372-5100 x6491

Inquiries may also be addressed to the U.S. Department of Education's Office for Civil Rights at 400 Maryland Avenue, SW, Washington, DC 20202-1100.

Community Lifestyle Pledge
Students agree to show respect for the faith commitment that Grace practices and agree to abide by certain of the institution's community guidelines (avoidance of disrespecting others, sexual misconduct, illegal drugs, gambling, coarse or obscene language, tobacco, alcoholic beverages, and such conduct) while on campus or engaged in Grace activities. The student understands that this extends to any advocacy initiatives in which the individual might participate while a Grace student.

HLC Criteria as Applied to the School of Professional and Online Education
Faculty teaching in the School of Professional and Online Education should have completed a program of study in the discipline or subfield in which they teach, and/or for which they develop curricula, with the coursework at least one level above that of the courses being taught or developed/or a current

teaching or administrator license in the field. The School of Professional and Online Education can determine that a faculty member is qualified based on experience that the institution determines is equivalent to the degree it would otherwise require for a faculty position.

- Faculty teaching UNDERGRADUATE COURSES should hold a degree at least one level above that of the program in which they are teaching. Those faculty members teaching general education courses, or other non-occupational courses, hold a master's degree or higher in the discipline or subfield. If a faculty member holds a master's degree or higher in a discipline or subfield other than that in which he or she is teaching, that faculty member should have completed a minimum of 18 graduate hours in the discipline or subfield in which they teach. The School of Professional and Online Education has determined that an M.B.A. degree qualifies an instructor to teach all undergraduate business-related courses in the Weber, GOAL, as well as any other existing or new programs. An instructor with a master's degree can teach GOL 3000 Adult Learner or GOL 3010 Fundamentals of Lifelong Learning because these two courses are very introductory in nature and teach the fundamentals of learning and how to succeed in an undergraduate setting. Furthermore, the School of Professional and Online Education can determine that a faculty member is qualified based on experience that the institution determines is equivalent to the degree it would otherwise require for a faculty position. See the SPOE Process for Exceptions.

- Faculty teaching UNDERGRADUATE BIBLE/THEOLOGY-RELATED courses should hold a degree at least one level above that of the program in which they are teaching. Those faculty members teaching general education courses, or other non-occupational courses, hold a master's degree or higher in the discipline or subfield. If a faculty member holds a master's degree or higher in a discipline or subfield other than that in which he or she is teaching, that faculty member should have completed a minimum of 18 graduate hours in the discipline or subfield in which they teach. The School of Professional and Online Education has determined that an M.Div or other Bible-related degree qualifies an instructor to teach all undergraduate Bible-related courses in the Weber, GOAL, as well as other existing or new programs. Furthermore, the School of Professional and Online Education can determine that a faculty member is qualified based on experience that the institution determines is equivalent to the degree it would otherwise require for a faculty position. See the SPOE Process for Exceptions.

School of Professional and Online Education Process for Exceptions
HLC Assumed Practice B.2 allows an institution to determine that a faculty member is qualified based on experience that the institution determines is equivalent to the degree it would otherwise require for a faculty position. This experience should be tested experience in that it includes a breadth and depth of experience outside of the classroom in real-world situations relevant to the discipline in which the faculty member would be teaching. An institution that intends to use tested experience as a basis for hiring faculty must have a well-defined policy and procedure for determining when such experience is sufficient to determine that the faculty member has the expertise necessary to teach students in that discipline.

Deans and faculty leaders assess faculty members' qualifications. Endorsements are considered when potential instructors do not have the academic credentials required by the Higher Learning Commission. These endorsements are dependent on the relevancy of the experience both to the degree level and to the specific content of the course for which the faculty member is responsible. These endorsements come in two forms: Endorsement by Equivalency and Endorsement by Exception. These endorsements are used when credentialing part-time instructors.

ENDORSEMENT BY EQUIVALENCY is used when it is evident that an instructor has credentials that are "equivalent to" the degree required of our faculty in that content area. This endorsement is in line with HLC guidelines that allow an individual's knowledge and expertise to be determined by his or her tested experiences outside of the classroom in real-world situations relevant to the discipline in which the faculty member would be teaching. For example, an instructor can be credentialed to teach if that instructor has a minimum of ten years of industry-specific experience. Such life experience can qualify as an equivalent to academic credentials for the purpose of teaching, based on the judgment of knowledgeable faculty in the discipline. This endorsement is used when in faculty judgment it is not necessary for an instructor to pursue further studies to teach at the college in the approved area.

ENDORSEMENT BY EXCEPTION is used when an instructor has demonstrated adequate knowledge and experience but has not met our standard for credentials. An example of such a situation would be the instructor who has a bachelor's/master's degree in a different teaching field, but has some certifications, professional affiliations, and a minimum of five years industry-specific or teaching experience.

NOTE ABOUT THE CATALOG
Each program at the institution maintains a catalog in which basic academic information related to the program's goals, expectations, admission, policies, accreditation, and other pertinent information is described. This applies to undergraduate, non-traditional (e.g., online, adult degree completion), graduate, and seminary programs.

Grace makes every attempt to provide information that, at the time of publication, most accurately describes the policies, procedures, and requirements of the institution and its individual programs. The provisions of the academic catalogs are, therefore, to be considered a guide and not to be regarded as a contract between any student and the institution. Course content and institutional policies governing admissions, tuition, and campus life are under constant review and revision.

Grace reserves the right to change any statement contained within the catalog at any time and without prior notice including academic provisions, policies, or requirements (e.g., modifications to classes, fees, personnel, academic policies, and programs) and the right to withdraw or amend the content of any courses described in the catalogs as may be required or desirable by circumstances. Grace will, however, make every attempt to give students reasonable prior notice to changes in policies and other catalog content when possible and rarely implements policy changes during an academic year.

Courses of study for non-traditional, graduate, and seminary programs and check sheets for undergraduate students may undergo revisions; however, these are typically implemented in the fall of the new academic year.

All students are expected to be familiar with the catalog(s) associated with their selected program(s) of study with the understanding that policies and procedures of their selected program(s) may change from year-to-year. The current year's catalog should, in most situations, be considered the catalog applicable to the student.

In some programs, students are asked to acknowledge in writing their receipt of the program's catalog. Changes to an academic catalog that are necessary following the start of the fall semester will be noted as an addendum to the original catalog.

Archived catalogs are maintained on the institution's Web site.
It is each student's responsibility to schedule regular meetings with his or her academic advisor and to be knowledgeable about institutional requirements, academic regulations, and calendar deadlines specified in the catalogs and academic program publications. Students should read the catalog carefully and consult with an advisor to determine how these policies relate to their individual circumstances.

GOAL PROGRAM ADMISSION AND COMPLETION

Admission Requirements
1. Adult Degree Completion Application and essay.
2. All transcripts of previous college coursework.
3. If applicable, a portfolio detailing experiential learning.*

*Experiential Learning is not required, but is one way to obtain the necessary credits to gain acceptance to and/or finish your degree. For more information on how to produce an acceptable portfolio, please email goal@grace.edu.

Application Expiration Date
Applications will expire one year from the date the application was received for admission. If applicants do not enroll in the program within that time period, they will be required to complete a new application.

Grading Procedures
For information about grading policies and procedures, please view the institution's Academic Policy Manual.

Locations
Residential Degree: B.S. Management, B.S. Quality Management: Winona Lake
Online Degrees: B.S. Management, B.S. Human Services, B.S. Business Administration, B.S. Quality Management

CONTACT
For additional information about the GOAL programs, admission requirements, or course enrollment and completion, please contact:

Residential programs:	200 Seminary Drive
School of Professional and Online Education	Winona Lake, IN 46590
Grace College	Toll free: 877.607.0012

Email: goal@grace.edu   200 Seminary Drive
                                                                Winona Lake, IN 46590
Online programs: Toll free: 888.249.0533
School of Professional and Online Education   Email: online@grace.edu
Grace College   http://online.grace.edu/

DEGREE REQUIREMENTS

Building upon previous college credit and learning experiences equivalent to about two years of college, the GOAL Bachelor of Science degree (degree completion) can be completed in 16 months when these requirements are met:

1. As few as 60 prior college credit hours (some life and career experiences may be substituted for credit hours), or
2. Minimum 2.0 GPA
3. Complete 45 credits in one of the following Grace College GOAL programs:
   a. Business Administration (Online)
   b. Human Services (Online)
   c. Management (Residential or Online)
   d. Quality Management (Residential or Online)
4. Complete a total of 120 credit hours.
   Note: Typically, the combination of transfer credits (60) and Grace College credits (45) provide 105-108 of the required 120 credits necessary for graduation. To complete the remaining credits, students may:
   a. Transfer in the additional credit hours needed OR
   b. Take additional hours at Grace College OR
   c. Earn (up to 24) credits for experiential learning OR
   d. Earn credits through CLEP or D.S.S.T. examinations.

   Students should contact the School of Professional and Online Education for further details about transfer credits, CLEP exams, and experiential learning credits. Life credits are awarded based on Council for Adult and Experiential Learning (CAEL) guidelines.

MAJORS

   a. Business Administration (Online)
   b. Human Services (Online)
   c. Management (Residential or Online)
   d. Quality Management (Residential or Online)

Major Goals and Assessment
Those learners who complete the core of the GOAL program at Grace College will be assessed in three domains:

1. Understanding Self – A graduate of the GOAL core will evaluate personality and leadership styles in order to assess one's personality and leadership roles in the workplace.

2. Understanding People – A graduate of the GOAL program will analyze, incorporate, and utilize all the information obtained to produce to produce various projects in their individual environment that involves and utilizes personnel effectively to complete that project.

3. Understanding the Discipline – A graduate of the GOAL program will interpret and apply relevant content from the field of study. Specific goals for each major are listed below.

a. A graduate of the GOAL Business Administration core will construct a multi-dimensional understanding of the managerial, financial, and relational aspects of a business and evaluate current trends.

b. A graduate of the GOAL Management core will produce a paper and presentation that demonstrate a clear knowledge of planning, organizing, leading, controlling in the development of a management project that reflects a value-oriented ethical integrity.

c. A graduate of the GOAL Quality Management core will understand how to integrate the core concepts of quality management including systems thinking, statistical analysis, product design and development, post-market surveillance, and vendor management.

d. A graduate of the GOAL Human Services core will demonstrate, articulate, and produce the appropriate care for the human condition by assessing and proposing improvements to and remediation for current issues affecting individuals in society.

CURRICULUM
The following courses are required for all the GOAL majors:
GOL 3000 Adult Learner (residential) or GOL 3010 Fundamentals of Lifelong Learning (online)
GOL 3100 Business Writing in the New Millennium
GOL 3200 Expanded Conversation: Public Speaking in the Workplace
GOL 3300 Gifts Differing: Diversity and Teamwork in the Workplace
GOL 4700 Senior Seminar

Business Administration (Online)
Understanding Business Administration - A learner completing the GOAL Business Administration core will construct a multi-dimensional understanding of the managerial, financial, and relational aspects of a business and evaluate current trends.

Additional course requirements for the B.S. in Business Administration:
GOL 3150 Creating a Competitive Edge
GOL 3450 Marketing in the Technological Age
GOL 3750 Effective Financial Decision-Making
GOL 4000 Interpreting Basic Statistics
GOL 4300 The Dynamic Organization
GOL 4050 The Global Environment
GOL 4350 Strategic Enterprise
GOL 4600 Applied Research
GOL 4650 Personal Resource Management
GOL 4400 Operations Management

Human Services (Online)
Understanding Human Services - A learner completing the GOAL Human Services core will demonstrate and articulate the appropriate care for the human condition by assessing and proposing improvements to and remediation for current issues affecting individuals in society.

Additional course requirements for the B.S. in Human Services:
>   GOL 3220 Systems of Social Welfare
>   GOL 3470 Delivery of Human Services: Theory and Practice
>   GOL 3520 Human Growth and Development
>   GOL 4020 Case Management
>   GOL 4000 Interpreting Basic Statistics
>   GOL 4600 Applied Research
>   GOL 4380 Global Perspectives
>   GOL 4420 Intervention Strategies and Technique
>   GOL 4620 Legal, Professional, and Ethical Issues in Human Services
>   GOL 4520 Interpersonal Communication and Interviewing Skills

Management (Online)
Understanding Management – A learner completing the GOAL Management core will, in their senior seminar, produce a paper and presentation that demonstrates a clear knowledge of planning, organizing, leading, and controlling in the development of a management project that reflects a value oriented ethical integrity.

Additional course requirements for the online B.S. in Management:
>   GOL 3400 Principles of Management
>   GOL 3600 The Human Factor
>   GOL 3500 Business Law
>   GOL 4300 The Dynamic Organization
>   GOL 4000 Interpreting Basic Statistics
>   GOL 4150 Managerial Economics
>   GOL 4200 Fundamentals of Finance
>   GOL 4500 Information Technology Management
>   GOL 4400 Operations Management

Management (Residential)
Understanding Management – A learner completing the GOAL Management core will, in their senior seminar, produce a paper and presentation that demonstrates a clear knowledge of planning, organizing, leading, and controlling in the development of a management project that reflects a value oriented ethical integrity.

Additional course requirements for the residential B.S. in Management:
>   GOL 3400 Principles of Management
>   GOL 3500 Business Law
>   GOL 4300 The Dynamic Organization
>   GOL 4150 Managerial Economics (elective)
>   GOL 3600 The Human Factor

GOL 4200 Fundamentals of Finance
GOL 4600 Applied Research
GOL 4660 Business Intelligence
GOL 3150 Creating a Competitive Edge
GOL 4100 Ethical Change Agents
GOL 4400 Operations Management
GOL 4800 Spiritual and Leadership Development

Quality Management - (Online)
Understanding Quality Management (QM) – A learner completing the GOAL QM core will understand how to apply the core concepts of quality management to the medical device industry including systems thinking, statistical analysis, product design and development, post-market surveillance, and vendor management. The QM program is designed to support those who desire additional career development and those who wish to enter the medical device industry.

Additional course requirements for the B.S. in Quality Management:
QMD 3000 Quality Systems
QMD 3100 Post Market Surveillance
QMD 3200 Design Control and Assurance
QMD 3300 Manufacturing Quality and Supply Chain Management
QMD 3400 Survey in Statistics
GOL 4150 Managerial Economics
GOL 4500 Information Technology Management
GOL 4200 Fundamentals of Finance
GOL 4300 The Dynamic Organization
GOL 4400 Operations Management

Quality Management - (Residential)
Understanding Quality Management (QM) – A learner completing the GOAL QM core will understand how to apply the core concepts of quality management to the medical device industry including systems thinking, statistical analysis, product design and development, post-market surveillance, and vendor management. The QM program is designed to support those who desire additional career development and those who wish to enter the medical device industry.

Additional course requirements for the B.S. in Quality Management:
QMD 3000 Quality Systems
QMD 3100 Post Market Surveillance
QMD 3200 Design Control and Assurance
QMD 3300 Manufacturing Quality and Supply Chain Management
QMD 3400 Survey in Statistics

For this residential degree, students must complete 30 additional credit hours from the GOAL curriculum. For scheduling or more information, please contact the School of Professional and Online Education at 888.249.0533 or goal@grace.edu.

ONLINE COURSES

Some individual undergraduate courses at the institution are offered in an online format and most courses in the college and seminary use a learning management system to facilitate course delivery. Courses offered online are identified as such on the schedule published by the Registrar's Office.

COURSES

GOL 3000 Adult Learner
In this course, students will examine adult developmental stages including physical, cognitive, personality, social, and moral development. This course will provide orientation activities for adult learners to adjust to the college environment, facilities, and technology. Experiential learning portfolio instruction is also provided, if applicable. Three hours.

GOL 3010 Fundamentals of Lifelong Learning
In this course, students will examine adult developmental stages including physical, cognitive, personality, social, and moral development. Three hours.

GOL 3100 Business Writing in the New Millennium
Students will build a writing portfolio for diverse audiences and purposes. A writing rubric will ensure strong ideas, logical organization, conversational voice, clear words, smooth sentences, correct copy, and a reader-friendly design. Computer tools will be used to create and enhance written messages that meet the needs of today's fast-paced business environment. Three hours.

GOL 3150 Creating a Competitive Edge
This course will take an in-depth view of "personal brand", requiring students to explore and define what unique characteristics give them an advantage in the marketplace. Students will gain an understanding of their personal brand and competitive advantage, through biblical and modern contexts, in order to fine-tune them accordingly. Other topics covered are online/social media presence and the "brand" of Jesus. Three hours.

GOL 3200 Expanded Conversation: Public Speaking in the Workplace
In this course, students will learn to analyze, construct, and deliver a variety of presentations required in the modern workplace. Emphasis will be on practicality and individual growth. Three hours.

GOL 3220 Systems of Social Welfare
This course provides an overview of the historical, economic, ideological and political foundations of social welfare programs and services. Course content provides a fundamental understanding of the processes involved in defining social problems, policy making structures and procedures, and current social welfare programs and systems within the United States. Three hours.

GOL 3300 Gifts Differing: Diversity and Teamwork in the Workplace
Students will gain experience with and knowledge of concepts related to diversity in the workplace. Special emphasis is placed on understanding personality preferences. Group dynamics such as power, perception, motivation, leadership, and decision-making are analyzed through readings, written assignments, and class discussion. Three hours.

GOL 3400 Principles of Management
This course will survey the role of managers in organization: planning, organizing, leading, and

controlling. We will explore leadership styles and techniques, preparing students to solve problems and apply effective decision-making processes in their environments. Three hours.

GOL 3450 Marketing in a Technological Age

This course is designed to equip students to use social media, blogs, news releases, online video, and viral marketing to reach customers. The course includes an overview of how the web has changed the rules of marketing and PR, the various media presently available for marketing use, and the "how-to" information to put contemporary marketing models to work in an organization. Students will complete a marketing action plan for an organization of their choice to ensure relevance and provide a practical application to marketing theory. Three hours.

GOL 3500 Business Law

Students study the basic legal principles which control modern business transactions. Additionally, the course deals with such topics as contracts, agencies, employment, negotiable instruments, property, sales, and business relations with government. Three hours.

GOL 3520 Human Growth and Development

This course explores the stages of human life, from prenatal development to infancy, childhood, adolescence, and adulthood. The life stages are examined from the biological, psychological and social perspectives with focus on the implications for the delivery of professional human services. This study will include an overview of the major human developmental theories describing the lifespan from birth to old age and death. Related topics will include genetics, cognitive and brain development, early life experiences and attachment, personality development, gender role, social and moral development, and aging. Research in development and developmental psychology will also be introduced. Three hours.

GOL 3600 The Human Factor

Students will be exposed to major theories of human resource management and contemporary trends in recruiting, training, motivating, and retaining a productive workforce. The legal, psychological, social, and economic issues related to managing people will also be addressed. Three hours.

GOL 3750 Effective Financial Decision-Making

This course introduces principles and practices used in making wise and effective financial decisions. Topics studied in the course include reading financial statements, diagnosing a business's financial strengths and weaknesses, evaluating cash flow amount, variability and riskiness, determining levels of risk and rates of return of business investments, and considering the effects of the use of debt in enhancing shareholder returns. Three hours.

GOL 4000 Interpreting Basic Statistics

Students will learn how to interpret basic statistics in order to aid in the decision making process. Examples from research studies will be employed to help the student comprehend how various statistics can be used to make decisions about real life problems in the workplace. Three hours.

GOL 4020 Case Management

This course will introduce the student to case management as a service delivery model in the practice of professional human services. Models of case management and the various roles of the human services professional will be explored. Intake assessment, service plan development, and record documentation will be examined, along with legal and ethical guidelines and considerations in working with diverse client populations. Three hours.

GOL 4050 The Global Environment

The ubiquitous impact of globalization necessitates an awareness of the global environment. This survey course introduces characteristics of the global environment and strategies by which interact in a more complex context. Areas reviewed include perspectives on globalization, cross-cultural competencies, the role and impact of multi-national corporations, cross cultural factors, and case studies associated with global leadership, and global strategies. Three hours.

GOL 4100 Ethical Change Agents

Students will develop ethical awareness, accountability, and considerations to ethics in the working world including small group analysis of selected rules and cases. Three hours.

GOL 4150 Managerial Economics

Managerial Economics is a course designed to prepare students to understand the economic system and its effect on individuals as consumers, producers and citizens. Students learn these key economic principles: central vs. de-central government, inflation vs. deflation, saving vs. spending, Austrian Economics vs. Keynesian Economics. Students also learn the relationship of the government's budget to their personal budget and create a personal, budget plan. All topics are presented in an engaging, organic, easy to understand format. Three hours.

GOL 4200 Fundamentals of Finance

This course is an introductory survey analyzing the three fundamental forms of financial statements: Balance Sheet, Income Statement, and Cash Flow Statement. Interpretive skill set development will focus on strategic planning, assessing risk, and applying effective budgeting controls. Three hours.

GOL 4300 The Dynamic Organization

The study of organizational development explores how companies must adapt to ever-changing internal and external environments in order to thrive in today's economy. Change strategies and intervention processes will be studied so students can apply practical solutions to various organizational challenges in case histories and in their own workplaces. Leadership and teamwork will be explored in the context of organizational development. Three hours.

GOL 4350 Strategic Enterprise

This course will take us into a company boardroom. We will look together on how a company can move with a purpose together to achieve a desired outcome; that is Strategic Enterprise! During these five weeks we will deep dive from the initial boardroom desires to implementation by the organization. How does a business or company compete in the marketplace with or without a strategic plan? We will look at various aspects of a strategic planning as it relates to mission, vision, communication plan, desired outcomes, business competitive advantages, people impact, to name a few. We will look at public companies, discuss our own experience, and for our capstone project, pull together a full Strategic Plan together in a presentation format. So, put your thinking caps on, grab a chair in the boardroom, and let's dig in! Three hours.

GOL 4380 Global Perspectives

In this course, students engage divergent outlooks from around the world, grappling with cultural differences and presuppositions. Defining literary works, films and guest speakers from different continents set the stage for literary and cultural discussions. This course will also provide a framework for understanding God's heart for the nations. Three hours.

GOL 4400 Operations Management
Students will learn how to use mathematics, statistics, and various computer packages to solve common business problems. Three hours.

GOL 4420 Intervention Strategies and Technique
Students will learn the fundamentals of identifying problems of clients and formulating creative solutions by networking with available resources, becoming a liaison with the community, and utilizing secular and faith based organizations to assist with emotional, financial, social and spiritual needs. There will be an emphasis on understanding the philosophical/biblical foundation of human service helping and on practically applying these principles in creating change strategies. Three hours.

GOL 4500 Information Technology Management
This course will primarily focus on understanding and utilizing information technology and information systems within the organization from a managerial perspective. Three hours.

GOL 4520 Interpersonal Communication and Interviewing Skills
This course provides knowledge of theory and practice in interpersonal communication, which is vital to interpersonal experience within multiple contexts, both personal and professional. Course content will focus on skills related to verbal and nonverbal communication important for establishing positive rapport, understanding and applying one's own style of relating, resolving conflict, and assisting clients in clarifying goals and desired outcomes. It will also include appraisal of current cultural factors on interpersonal communication.

GOL 4600 Applied Research
This course introduces the student to specific research terminology and research fundamentals such as design, samplings, surveys, experiments, focus groups, and other qualitative & quantitative approaches, culminating in a student research project. Three hours.

GOL 4620 Legal, Professional, and Ethical Issues in Human Services
This course will provide an overview of major ethical and legal issues in the delivery of human services. The roles, functions, and legal and ethical responsibilities of the human service worker will also be investigated. The course will help students reflect on their own personal and professional values and how those impact their practice. Students will be able to analyze and develop a framework, which will serve as a foundation in addressing legal and ethical dilemmas in their practice in human services. Three hours.

GOL 4650 Personal Resource Management
This course is designed to equip students to explore the fundamentals of stewarding the resources God has given, specifically time, talent, and treasure. The course includes an overview of budgeting, saving, investing, healthcare/insurance, staying out of debt, and what the Bible says about these topics. Students will complete a personal action plan for how they will most effectively steward their time, talents and treasure. Three hours.

GOL 4660 Business Intelligence
Students will learn how technology and data help drive modern business and assist in decision making. This course will consist of a history and an overview of modern business intelligence practices along with exercises to demonstrate the practical applications of business intelligence. Three hours.

GOL 4700 Senior Seminar
This culmination experience will enable students to select individualized activities that demonstrate their practical managerial skills in the workplace. Three hours.

GOL 4800 Spiritual and Leadership Development
This course focuses upon servant leadership, equipping and empowering others for leadership, and leading as a change agent. Though the leadership principles in this course are based upon Scripture, they are all applicable to a variety of contexts in the workplace. Three hours.

GOL 4900 Applied Management
Students may earn credit through practicum /intern activities in which they demonstrate their ability to utilize the principles of management learned in the GOAL Program. One to nine hours.

QMD 3000 Quality Systems
Students will receive a comprehensive overview to quality management in general, with specific applications made to the medical device industry. Case histories and in-class exercises will help demonstrate these critically important concepts. Students will also be introduced to key regulations that guide quality management efforts. Three hours.

QMD 3100 Post Market Surveillance
Once a device is released to the market, some of the most challenging quality management work is required. Students will be exposed to situations that require close monitoring and ongoing communication with manufacturing partners, physicians, patients, and regulating bodies so that issues can be resolved effectively. Three hours.

QMD 3200 Design Control and Assurance
This course provides individuals working within industry, or who may wish to understand the Quality Design Controls employed in the development of product(s), with a basic view of the global regulatory landscape, harmonization of said efforts and the central importance of a highly functional and effective Quality System. The course will explore the regulatory efforts within industry. The course will include insights to organizational structure, responsibilities, processes, and resources associated with the Quality Design Control effort. Three hours.

QMD 3300 Manufacturing Quality and Supply Chain Management
Quality management must extend to external partners including vendors, suppliers, and contract manufacturers. This course explores those critically important external relationships and the safeguards that must be in place for maintaining the highest levels of quality across the entire supply chain. Three hours.

QMD 3400 Survey in Statistics
Statistical information is used extensively in quality management and students will be exposed to the core concepts, formulas, and applications used in statistical analysis. Software tools will be explored and students will have an opportunity to apply conceptual information to real-world medical device scenarios. Three hours.