# CONTINUING PROFESSIONAL STUDIES (CPST)

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**CPST 165  Special Topics  (1-3 Credit Hours)**
Course titles and content vary from term to term. Permission is required to enroll.

**CPST 195  Special Topics in Management  (3 Credit Hours)**
Introductory course focusing on specialized areas in management leadership.
*Outcomes:*
The student will become familiar with the practices of the specific discipline under each subheading, as well as the technical and theoretical means to accomplish the goals of each topic

**CPST 200  Introduction to Degree Completion  (3 Credit Hours)**
Enrollment is restricted to SCPS degree students only. CPST 200 exists to give newly admitted adult students a chance to ease themselves back into the academic environment while highlighting all of the tools and services available through the university. Improved academic writing through use of multiple drafts.
*Outcomes:*
Exposure to/familiarity with LUC resources

**CPST 201  Civic Identity and Development  (3 Credit Hours)**
*Pre-requisites:* CPST 200; Co-requisite: UCWR 110; Enrollment is restricted to students in the School of Continuing and Professional Studies
In this course, students will examine their interconnected identities as engaged professionals in their communities using a variety of frameworks. They will learn to leverage the assets of their communities to enact positive change while also leveraging their own assets to grow as individuals. This course will also prepare students for the design and execution of the SCPS capstone project later on in their academic program.
*Outcomes:*
Students will develop civic awareness through examination of their identities and meaningful engagement with their communities

**CPST 205  Prior Learning Assessment Portfolio  (1 Credit Hour)**
In the course, students will learn to develop a PLA Portfolio and document their prior learning by reflecting on relevant prior experiential learning and identifying college level learning outcomes.
*Outcomes:*
Submission of draft portfolio with resume, autobiographical essay, proposed learning essays, and at least one completed section that demonstrates learning and evidence of relevant professional and/or personal experience

**CPST 210  Introduction to Leadership Studies  (3 Credit Hours)**
This course begins the Leadership certificate program and the Bachelor of Arts in Leadership. This course consists of the SCPS Assessment Center experience, a 2-day leadership assessment. At the conclusion of the Assessment Center experience, students will receive an assessment of the skills and knowledge in each of six domains. These are Problem Solving and Decision Making, Organizing and Planning, Relationship Building, Influence, Communications, and Intra-personal Leadership. These are equated to the 6 courses in the Leadership certificate/major. A credit award toward the course satisfied will be posted to the student's transcript. The student will then enroll in the remaining courses and will have one year from first enrollment to complete the remaining courses. Students in CPST 210 will subsequently meet with the advisor and develop a plan for completion of the certificate/major. Students who complete the SCPS Assessment Center and develop their plan for completion of the certificate or major will have successfully completed the course. Restricted to students in SCPS.

**CPST 215  Individual Finance & Planning  (3 Credit Hours)**
This course focuses on the methods, features and techniques for personal financial planning. Tools applicable for financial decision-making, such as marginal analysis, opportunity cost, and the balancing or risk and return will be covered in this class. The course will also discuss the aspects of such topics as budgeting, credit cards, insurance 401k-investments and portfolio investments. The course will concentrate on personal finance topics with an emphasis on planning (budgeting, tax and insurance coverage), financing large asset purchases, money management, investing strategies and retirement planning. Restricted to students in the School of Continuing & Professional Studies. At the end of the course the student will be able to 1. Develop a financial plan and create personal financial statements 2. Evaluate present/future value of a dollar/annuity 3. Describe components of interest rates 4. Identify risks associated with money market investments and identity theft tactics 5. Manage credit scores and financing options for personal loans (car/house) 6. Protect wealth with insurance (auto, home, medical, life) 7. Assess common types of investments, risk and rate of return 8. Analyze a stock, bond value, diversification, retirement plans and social security 9. Utilize different financial tools such as budgeting, managing liquidity, personal loans, insurance, and investing fundamentals (stocks, bonds, mutual funds, asset allocation and retirement planning).

**CPST 242  Design for the Web  (3 Credit Hours)**
This course prepares students to develop webpages through a study of Hypertext Markup Language (HTML), Cascading Style Sheets (CSS), Usability principles and Design principles. This course will teach students to plan, design, and construct webpages to work properly in modern web browsers, conforming to web standards while following best practices. Students will be able to: identify graphic design principles that relate to web design, develop webpages with HTML; style webpages with CSS; design and implement wireframes and mockups for websites.

**CPST 243  Microeconomics  (3 Credit Hours)**
Restricted to students in the School of Continuing & Professional Studies. Introduction to economic analysis of the smaller components of the economy, household, firm and industry. Topics include economic, socio-economic, and political economic issues; includes a focus on behavioral economics; and provides students with an opportunity to analyze real world economic and public policy decisions that have been influenced by non-economic factors included within its field.
*Course equivalencies:* ECON201/201H/ACECO201/CPST243
*Outcomes:*
1) Explain the law of supply and demand; 2) Distinguish characteristics of different market structures; 3) Analyze how consumers maximize utility; 4) Apply behavioral theory to economic decision-making; 5) Analyze real world microeconomic decisions; 6) Research a topic and present recommendations

**CPST 245  Macroeconomics  (3 Credit Hours)**
Restricted to students in the School of Continuing & Professional Studies. Introduces economic analysis that studies system wide phenomena including inflation, economic growth and development and unemployment. Includes a focus on behavioral economics, and provides students with an opportunity to analyze real world economic and public policy decisions that have been influenced by non-economic factors included within its field.
*Course equivalencies:* ECON202/ECON202H/ACECO202/245
*Outcomes:*
1) Explain the law of supply and demand; 2) Describe the nature of macroeconomic issues and problems; 3) Articulate the objectives of monetary and fiscal policies and the function of the two principal policy makers; 4) Analyze historical macroeconomic crises; 5) Discuss basic macroeconomic goals such as GDP, CPI and unemployment; 6) Assess public policy decisions from a behavioral economic perspective

**CPST 247  Computer Concepts and Applications  (3 Credit Hours)**
An introduction to computer and internet resources and skills with an emphasis on effective use of technology in the work place. Students will learn to identify and provide recommendations for technology-based issues in business using industry standard language, identify changes in information technologies and assess the impact on business and society. Restricted to students in the School of Continuing and Professional Studies.
*Outcomes:*
Understand the purpose and composition of information systems in business, and receive hands on experience developing business applications with tools such as Microsoft Office, social media, basic website construction

**CPST 248  User Experience Design Fundamentals  (3 Credit Hours)**
Students are introduced to UX research and learn techniques of how to effectively evaluate and compare designs objectively. Students will be able to read and draw actionable conclusions from UX studies. Students will understand the UX Design process, including the use of personas, task models, and user journey mapping. Students will be able to: evaluate UX Design using objective metrics; conduct UX studies to derive actionable conclusions from UX Research; Understand personas, task models, and user journey mapping.

**CPST 249  User Experience Design Tools and Techniques  (3 Credit Hours)**
*Pre-requisites:* CPST 248 with C- or better
The course focuses on user and task analysis (goal setting and problem framing), field research (interviews, personas, planning, etc.), usability testing, the UX process (from wireframes through user journey mapping). These topics are explored through Design assignments that utilize the complete UX Design process. Students will be able to: apply the UX Prototyping process and UX Design Tools; apply the UX Design process, including the use of personas, task models, and user journey mapping.

**CPST 250  Foundations of Organizations  (3 Credit Hours)**
*Pre-requisites:* CPST courses are restricted to students in the School of Continuing and Professional Studies
An introduction to contemporary management with emphasis on organizational culture, decision making, organizational structure and design, planning, communication and information technology.
*Course equivalencies:* MGMT201/201H/301/CPST250/ACMGT
*Outcomes:*
Students will demonstrate an understanding of the managerial roles in organizations, the four levels at which behavior is examined in organizations and will develop a framework for basic business operations

**CPST 265  Special Topics  (1-3 Credit Hours)**
Course titles and content will vary from term to term. Permission is required to enroll.

**CPST 273  Building and Leading an Effective Workforce  (3 Credit Hours)**
Restricted to students in the School of Continuing & Professional Studies. Coordinating operational aspects, overseeing employee functions, and directing marketing efforts are components within this survey of leadership skills. Course content to include: Hiring effectively, Developing talent, Supervising the workforce, Maximizing resources Define and implement the various stages of the hiring process. Identify leadership styles and attributes relevant to small group effectiveness. Coordinate systems and resources in a broad-based organization.

**CPST 275  Successful Small Business Ventures  (3 Credit Hours)**
Restricted to students in the School of Continuing & Professional Studies. Business development through case studies and best practices in successful small businesses, incorporating risk assessment and management. Dynamic roles and challenges of small businesses in today's competitive global marketplace. Survey of financial relationships in small business development. Identify and discuss the role of small business in U.S. economic development. Analyze components of successful small business development and management. Discuss the impact and changing potentials of small business at the local and the global level.

**CPST 277  Writing the Business Proposal  (3 Credit Hours)**
Restricted to students in the School of Continuing & Professional Studies. Students will develop their own business proposal, incorporating their vision as the proposal's foundation. The proposal will include business description, product or service, organization, market analysis, marketing strategies, financial plan and projections. Course content includes: - Technical Writing - Small Business Research Streams and Techniques - Integration of Small Business functions in proposal design - Presentation (graphic and oral) Techniques
*Outcomes:*
Develop a viable start-up plan for a desired small business; Create a document that reflects the needed components within the business proposal; Present a comprehensive business proposal with real-life application

**CPST 279  Tactical Communications for Small Businesses  (3 Credit Hours)**
Restricted to students in the School of Continuing & Professional Studies. Students focus on emerging contemporary communications formats as they build upon marketing knowledge and communication skills. Networking skills, promotional writing, and sales strategies are integrated into written and oral constructs. Course content to include: - Strategic marketing - Networking best practices and formats - Social media applications - Presentation skills Implement best practices in strategic communications relevant to small business and organizational promotion and sustainability. Develop networking and social media skills in promoting product and services within appropriate industry and marketplace.

**CPST 290  World Geography  (3 Credit Hours)**
Restricted to current SCPS BA students. This course introduces the four main themes of the study of geography: physical, cultural, economic, and historical. Using two basic approaches for the discipline: regional and spatial, this course studies not only geographic locations, but also provides an overview of modern globalization and the human impact on the geographical world.
*Outcomes:*
Geographical knowledge of different continents, awareness of social-political trends globally

**CPST 291  Dynamic Programming Languages  (3 Credit Hours)**
Restricted to students in the School of Continuing & Professional Studies. Introduction to programming in dynamically typed languages, sometimes known as scripting languages. The primary language example will be Python; the course will cover Python data types, control structures, function definitions, objects and lambda expressions. A second language may be Ruby, PHP, Scheme or a similar language. The course will also briefly address how Javascript fits into the category of dynamic languages. - Ability to create a dynamic web page using Python or some other language
*Outcomes:*
Ability to write short programs in Python, using loops, lists and dictionaries; Ability to create graphical effects using Python; Familiarity with the software-development process, and how software can be organized using classes and functions; Familiarity with the advantages and disadvantages of dynamic languages, versus static typing; Ability to compare Python to some other dynamic language, such as Ruby or PHP

**CPST 295  The Internship Experience  (3 Credit Hours)**
*Pre-requisites:* CPST 200 and CPST 201 (minimum grade of C+); Enrollment is restricted to SCPS degree seeking students; Minimum 2.5 GPA is required
This course provides an opportunity to broaden work and experiential base through immersion within a selected organization. Students spend approximately 8 hours a week interning with their chosen company, institution, nonprofit, small business or other professional setting. Optional to extend the internship a second term.
*Outcomes:*
To gain real-world professional experience within a targeted work environment; To apply skills and knowledge within context of selected environment; To develop networking opportunities within new professional workplace

**CPST 310  Accounting Principles and Application  (3 Credit Hours)**
CPST courses are restricted to students in the School of Continuing and Professional Studies. This course introduces major concepts in the areas of financial and managerial accounting and develops understanding of accounting process and principles. Students will gain a deeper understanding of financial statements, accounting mechanics, accrual accounting, financial planning, variance analysis, internal controls and financial and financial analysis.
*Course equivalencies:* ACCT201/201H/CPST310/ACACT201
*Outcomes:*
Students will gain a deeper understanding of financial statements, accounting mechanics, accrual accounting, financial planning, variance analysis, internal controls and financial and financial analysis; The students will complete a final course project that demonstrates their ability to manage the financial data of a fictional organization

**CPST 314  Problem Solving and Decision Making in Leadership  (3 Credit Hours)**
*Pre-requisites:* CPST 210; Restricted to Leadership majors only
Problem solving and decision making call on critical thinking skills. Using decision making formats, whether in teams or individually, provides a roadmap to strategic, ethical, and well-analyzed decisions, in both usual and crisis situations. Through a systematic approach which involves root- cause analysis, creative thinking and risk analysis, problems are delineated, information is gathered, ethical ramifications are analyzed, alternative actions are evaluated, and follow-through is planned. At the end of this course, the student will be able to 1. Apply techniques of logic and problem analysis to organizational situations. 2. Assemble tools used to identify and select the best decisions among alternatives. 3. Review standards of ethics and quality control for decision-making. 4. Develop implementation techniques and methods of follow-through.

**CPST 315  Professional Technical Writing  (3 Credit Hours)**
*Pre-requisites:* UCWR 110; Restricted to students in the School of Continuing and Professional Studies
Technical Writing prepares students to design effective technical documents for both written and digital media, with particular emphasis upon technical memos, problem-solving and decision-making reports, and organizational, product-support, and technical-information webs.
*Outcomes:*
Students able to write standard prose with appropriate citations, use a range of current online platforms and technology

**CPST 320  Program Evaluation  (3 Credit Hours)**
Enrollment is restricted to students in the School of Continuing and Professional Studies. Conceptual frameworks and methods related to program evaluation will be covered including process, developmental, outcome, and impact evaluation. Students will be exposed to best practices to measure and document change on the individual, organizational, and macro level including the use of logic models. Quantitative, qualitative, and mixed methods design will be presented. Students will be exposed to analytical tools to interpret qualitative and quantitative data. The use of Big Data will be explored including the implications for behavioral change. Ethical issues in real world evaluation will be addressed. Course Objectives 1. Describe the main conceptual frameworks used in program evaluation including process(formative), developmental, outcome and impact. 2. Compare and contrast quantitative, qualitative, and mixed methods design for program evaluation. 3. Evaluate best practices in relation to the measurement and documentation of change (individual, organizational, and macro-level). 4. Develop process and outcome objectives and logic models. 5. Interpret data including Big Data to make judgements about the efficacy of program activities and intervention. 6. Describe ethical dilemmas with real world research.

**CPST 322  Strategic Communication Tools for Applied Psych  (3 Credit Hours)**
Communication tools commonly employed in the behavioral sciences will be covered: interview development and implementation; best practices for conflict management, negotiation, consultation and persuasion; group facilitation best practices; change facilitation communication techniques including motivational interviewing; the impact of computer mediated communication on interpersonal dynamics; and cultural norms and interpersonal communication. Students interested in counseling and other helping professions, Human Resources, organizational development and the persuasion sciences will benefit from these tools. Enrollment is restricted to students in the School of Continuing and Professional Studies. Course Objectives 1. Identify best practices for core communication tools used in applied psychology (and behavioral sciences). 2. Develop skills in interview development and implementation, group facilitation, and motivational interviewing. 3. Evaluate techniques for conflict management, negotiation, consultation and persuasion. 4. Critique the impact of computer mediated communication of interpersonal dynamics. 5. Describe culturally agile communication techniques.

**CPST 324  Organizing and Planning Techniques for Leaders  (3 Credit Hours)**
*Pre-requisites:* CPST 210; Restricted to Leadership majors only
This course provides the framework for setting and maintaining priorities and setting efficiencies throughout the organization, balancing priorities and time, and establishing team and individual roles. Integration of ethical practices is reviewed within the processes of organizing and planning high performance functions. At the end of this course, the student will be able to 1. Identify best practices for large and small group project organizing and planning. 2. Develop techniques for prioritizing competing priorities and individual work responsibilities. 3. Establish methods for building tactical and operational plans. 4. Differentiate team roles and individual roles and required organizational structures.

**CPST 325  Data Processing, Analysis, and Visualization  (3 Credit Hours)**
*Pre-requisites:* STAT 103; CPST 291 with C- or better; Restricted to students enrolled in the School of Continuing and Professional Studies
This course studies the concepts, methods, and tools required to infer meaningful information and generate useful visualizations from large data sets. Visualize and analyze structured data using appropriate statistical data mining and visualization tools. Analyze distributed computing frameworks for processing large data sets.
*Outcomes:*
Implement scripting to convert raw data to structured data

**CPST 334  Relationship Building for Organizational Leaders  (3 Credit Hours)**
*Pre-requisites:* CPST 210; Restricted to Leadership majors only
Relationship building calls on the critical skill set of emotional intelligence. This course develops the framework for productive leader-follower relationships. Reflecting on intra-personal leadership skill and building on inter-personal leadership capabilities is of primary focus. Personal assessment and active assignments provide opportunity to develop the important ability to perceive needs of followers in order to ethically motivate towards accomplishment of organizational goals. At the end of this course, the student will be able to 1. Identify and apply skills of emotional intelligence. 2. Develop best practices for building trust and motivation within teams. 3. Recognize the importance of internal as well as external networking. 4. Differentiate between formal and informal communication approaches.

**CPST 335  Law and Regulations for Organizational Leaders  (3 Credit Hours)**
The role of the organization (for profit, non-profit and governmental) from the dual perspective of private and public law. Includes foundations of law and judicial process; contracts, torts, and property law; intellectual property rights; legal, securities and employment regulations; ethical considerations and policy issues.
*Outcomes:*
-Differentiate ethics and law/private and public law -Discuss Constitutional Law and government's role to regulate business -Apply basic legal principles to the private market -Explain legal principles of contracts

**CPST 340  Marketing Concepts and Strategies  (3 Credit Hours)**
*Pre-requisites:* CPST 250; Restricted to SCPS
Students will demonstrate an understanding of the fundamental principles of marketing identifying organizational goals, marketing objectives, and variables that affect marketing. Students will examine the roles of advertising, public relations, and sales; integrated and strategic marketing within an organization.
*Course equivalencies:* MARK201/201H/301/CPST340
*Outcomes:*
Students will develop a comprehensive marketing plan analyzing a real marketing problem, determining strategies, developing sample materials and devising metrics to evaluate success for an organization

**CPST 341  User Experience Design to Drive Business  (3 Credit Hours)**
*Pre-requisites:* CPST 249 with C- or better
In this course students will learn how to connect and align business objectives with UX Design goals. Students will learn how to bring high-level planning into concrete actionable steps. Students learn Strategy for continuously Developing Brand and Identity through Design. Students will be able to: Understand how effective UX is a strategic advantage for business; Connect and align business objectives with UX Design goals; Apply Design Thinking to create good UX.

**CPST 342  Introduction to Web Application Development  (3 Credit Hours)**
This course studies the concepts, methods, and tools used in the analysis, design, implementation, testing, and deployment of typical multi-tier web applications. Specific topics include presentations, business, and data access layers, as well as integration with database systems. An introduction to webpage development using JavaScript, jQuery and associated client-side tools.
*Course equivalencies:* X- DIGH403/CPST342/COMP342
*Outcomes:*
Experience with commonly used web application development frameworks; Familiarity with database integration and deployment environments; Create webpages using JavaScript and related tools and protocols, and interface a webpage with a database

**CPST 343  Software Development for Mobile Devices  (3 Credit Hours)**
*Pre-requisites:* COMP 170 with C- or better; Restricted to students enrolled in the School of Continuing and Professional Studies
This course introduces software development for the Android environment, using the App Inventor framework. The course also introduces the basics of user-interface design and mobile architecture. Development work may be done on either an Android device or on an Android emulator running on a Windows/Mac/Linux laptop.
*Outcomes:*
Be able to develop simple Android applications using the App Inventor framework; Be able to explain the basics of mobile-application architecture and design; Be familiar with the basics of user-interface design; Understand the role of mobile-device sensors, such as the touchscreen, the accelerometer and GPS; Understand the use of Wi-Fi versus mobile wireless, and the use of the cloud in mobile applications; Be able to work with developers to create applications

**CPST 344  Influence and Leadership  (3 Credit Hours)**
*Pre-requisites:* CPST 210; Restricted to Leadership majors only
Influence allows leaders to motivate follower movement towards organizational goals. This course establishes methods for leveraging expertise, communicating skillfully, and functioning with integrity. It integrates general management skills with the motivation to assume responsibility over others and create a positive and ethical organizational climate. At the end of this course, the student will be able to 1. Differentiate between the roles of leaders and managers, and various sources of power. 2. Identify ethical influencing principles that guide teams toward accomplishment of goals. 3. Develop a plan for leadership identity and ethical application of personal influence. 4. Recognize best practices for influencing others in situations of crisis.

**CPST 345  Introduction to IT: Networking, Cloud & Security  (3 Credit Hours)**
*Pre-requisites:* COMP 170 with C- or better; Restricted to students enrolled in the School of Continuing and Professional Studies
This course covers the fundamentals of IT systems, networking, and security. The course will cover fundamental computer networking concepts and principles, including the basics of the TCP/IP model and packet-based networking. Other topics include an overview of Wireless Networking, Cloud Computing, and an introduction to Cybersecurity.
*Course equivalencies:* CPST 345 / ITLS 445
*Outcomes:*
Students will be able to: Describe how the Internet works; Make connections between devices Assess how data is transferred end to end; Perform basic Cloud Computing implementation and deployment; Describe essential features of Mobile Computing; and, identify and assess Cybersecurity threats and describe solutions to those threats

**CPST 349  Project Management  (3 Credit Hours)**
*Pre-requisites:* CPST 250; Restricted to students in the School of Continuing and Professional Studies
The art and science of project management as applied to a variety of business, commercial, and public management situations. Covers all phases of the project life-cycle; techniques for planning, scheduling and control of projects; project organizations; and techniques for building effective project teams. Student will gain a working knowledge of the fundamental principles and techniques of effective project management, and how to apply these principles and techniques in the business environment.

**CPST 350  Human Resources Principles & Practices  (3 Credit Hours)**
*Pre-requisites:* CPST 250; Students must be enrolled in the School of Continuing and Professional Studies
Students will gain understanding human of resource management functions including the legal environment, equal employment opportunities requirements; job design and analysis; recruiting, orientation and training; performance appraisal; compensation systems; labor relations; collective bargaining and grievance processes; and health and safety.
*Course equivalencies:* MGMT201/201H/MGMT 301/CPST 350
*Outcomes:*
Students will make a presentation about human resource components for an organization including job description, recruiting plan, hiring procedures, performance evaluation and collective bargaining considerations

**CPST 354  Communications for Organizational Leaders  (3 Credit Hours)**
*Pre-requisites:* CPST 210; Restricted to Leadership majors only
Communicating clearly and persuasively is at the core of this topic. Individuals can leverage their unique leadership style to effectively communicate and inspire action. By developing practices for formal as well as informal communication, students learn to manage frequency, volume and medium chosen in order to construct messages that reach various audiences. Practicing clear and effective oral communication is established through multiple exercises in this course. At the end of this course, the student will be able to 1. Identify leadership style and use for connecting in verbal presentations. 2. Develop the ability to communicate simply and effectively through written communication. 3. Evaluate communication forms for inspiration and motivation. 4. Recognize the importance of ethical communication and technology.

**CPST 355  Introduction to Global Trade Compliance  (3 Credit Hours)**
*Pre-requisites:* CPST 243 or ECON 201, CPST 245 or ECON 202, STAT 103 or ISOM 241, CPST 310 or ACCT 201; Restricted to students in the School of Continuing & Professional Studies
Understanding the principles of global trade compliance helps personnel in compliance and other key functional areas (e.g., accounting, logistics, talent, purchasing, R&D) understand the opportunities and risks associated with international trade. Topics include key principles of import and export compliance, the government's role in the regulatory framework, and common risk areas that impact business activities. At the end of the course, the student will be able to 1. Identify the basic regulatory framework for import compliance (e.g., customs valuation, tariff classification and country of origin) 2. Identify the basic regulatory framework for export compliance 3. Explain and understand the role of voluntary cargo security programs (e.g., Customs-Trade Partnership Against Terrorism) 4. Identify and analyze actual import/export compliance risk areas (e.g., free trade agreements and associated eligibility issues) 5. Create and implement a team project that identifies a compliance risk area and presents a cross-functional response to the regulatory risk.

**CPST 356  Environmental Economics & Resource Management  (3 Credit Hours)**
*Pre-requisites:* CPST 243 or ECON 201, CPST 245 or ECON 202, STAT 103 or ISOM 241, CPST 310 or ACCT 201; Restricted to students in the School of Continuing & Professional Studies
The purpose of this course is to help students understand the role of economics in analyzing natural resource management and the role of economics in the development of environmental policy. An understanding economic models of efficiency is integral to any discussion of innovative ways to approach our natural resource constraints in the 21st century and beyond. The focus of the course will be on energy, energy efficiency and renewable energy sources, and the cost of pollution and climate change. The renewed interest in innovative technologies that reduce emissions, waste and improve bottom lines provides a new impetus for investment in renewables and new technologies. The second part of the course will be devoted to highlighting opportunities for companies, citizens and entrepreneurs to create jobs and improve communities. By the end of the course, it is hoped that students will find that as citizens, entrepreneurs or corporate executives, they can do well financially by doing good environmentally. By the end of the course, the student will be able to 1. Apply supply and demand models to natural resource management 2. Evaluate the role of economics in the development of environmental policy 3. Identify methods used in the economic valuation of the environment 4. Discuss the transition from depletable to renewable energy resources 5. Connect sustainable environmental practices with economic growth

**CPST 360  Development and Change in Organizations  (3 Credit Hours)**
*Pre-requisites:* CPST 250
Students will investigate the theory and practice of organizational development, examine assumptions, strategies, models, intervention techniques for organizational development and change processes. Students will also study the formation of collaborative relationships, overcoming resistance, gaining commitment and realigning culture.
*Outcomes:*
Students will provide case studies that integrate data; design interventions, change strategies and an evaluation for diagnosing organizations, groups and jobs

**CPST 364  Intra-personal Leadership  (3 Credit Hours)**
*Pre-requisites:* CPST 210; Restricted to Leadership majors only
Intra-personal leadership principles highlight the drive, energy and motivation one has toward leading effectively. Exploring what it means to bring positive organizational energy to the leadership role in a way that ethically supports organizational mission is at the foundation of this course. Effectively leading through complexity begins at the individual level and requires the ability to develop, motivate, and support the accomplishment of others. At the end of this course, the student will be able to 1. Examine personal goals for growth, challenge, achievement, and success 2. Develop requirements for fulfilling relationships and balancing work and life. 3. Establish personal parameters and professional practices for ethical leadership. 4. Develop methods for supporting goals and accomplishments of individuals and teams.

**CPST 365  Advanced Special Topics  (1-3 Credit Hours)**
Course titles and content vary. Variable (1-3) credit hours. Permission required to enroll. Restricted to students in the School of Continuing & Professional Studies. SCPS permission required to enroll.

**CPST 370  Leadership Theories and Applications  (3 Credit Hours)**
*Pre-requisites:* CPST 250
Students will study leadership theory, concepts and the practical application of leadership at all levels. Students will analyze historical approaches to leadership and focus on influential contemporary leadership perspectives such as servant leadership, situational leadership, transformational leadership, and principle-centered leadership.
*Outcomes:*
Students will complete a leadership development plan and apply leadership theories to workplace situations through reflection, real-life examples, and case studies

**CPST 371  Organizational Finance  (3 Credit Hours)**
*Pre-requisites:* CPST 243 or ECON 201, CPST 245 or ECON 202, STAT 103 or ISOM 241, CPST 310 or ACCT 201; Restricted to students in the School of Continuing & Professional Studies
Management involves the allocation and distribution of resources as well as an ongoing knowledge of the financial impact of the local, regional and national economies. This course offers an overview of the inter-relations of money and markets, investment, and financial management. It will focus on financial analysis, design and reporting from a managerial perspective, as well as organizational issues which have a financial impact on the entity. It will concentrate on organizational finance topics with an emphasis on financial analysis, fixed income securities, stocks, projects and their valuations, corporate valuation and governance and cash distribution.
*Course equivalencies:* FINC332/FINC 334/CPST271
*Outcomes:*
At the end of this course, the student will be able to 1) Read, develop and write financial analyses for managerial roles; 2) Develop concrete skills in regard to fiscal leadership; 3) Analyze cash flow and financial statements; 4) Describe the time value of money, bonds, and bond valuation regarding changes in interest rates; 5) Evaluate risk and return, valuation of stocks and corporations, and financial options in corporate finance; 6) Apply the cost of capital and cash flows to capital budgeting; 7) Describe how local, regional and national economies impact the success of the allocation of financial resources

**CPST 372  Banking & Financial Intermediaries  (3 Credit Hours)**
*Pre-requisites:* CPST 243 or ECON 201, CPST 245 or ECON 202, STAT 103 or ISOM 241, CPST 310 or ACCT 201; Restricted to students in the School of Continuing & Professional Studies
This course is designed to provide the student with a knowledge of banking and financial intermediaries. Concepts covered in the course will include the following: an overview of financial markets and interest rates; the functions and structure of the Federal Reserve System; the role of the Federal Reserve system in setting monetary policy; commercial banking operations and regulations; non-bank financial intermediaries, including thrift and finance companies; the role of insurance and pension fund operations. As a result of taking this course, students will understand the role that financial institutions play in developing and implementing monetary policies, as well as the inter-relationships between financial institutions and capital markets. At the end of this course, the student will be able to 1. Describe the types of financial markets, as well as the role played by the various institutions comprising those markets. 2. Recognize the market and institutional forces that contribute to the determination of short and long -term interest rates. 3. Explain the function and structure of the Federal Reserve system, as well as the role played by the Federal Reserve in determining monetary policy. 4. Analyze the nature and function of commercial banking including the sources and uses of funds by banking operations, the regulatory environment in which commercial banks operate, and the management of banking assets to achieve desired management strategies. 5. Discuss the interrelationships among commercial banks and other financial intermediaries. 6. Identify various non-bank financial intermediaries, including thrifts, credit unions, finance companies and mutual funds and explain how these institutions interact with commercial banking operations, as well as with end consumers. 7. Examine the role that pension and insurance funds play in providing liquidity and security to consumers and businesses. 8. Discuss interrelationships among pension and insurance funds and other financial intermediaries

**CPST 373  Capital Markets  (3 Credit Hours)**
*Pre-requisites:* CPST 243 or ECON 201, CPST 245 or ECON 202, STAT 103 or ISOM 241, CPST 310 or ACCT 201,CPST 372 Banking and Financial Intermediaries; Restricted to students in the School of Continuing & Professional Studies
This course is designed to provide the student with a knowledge of capital markets, banking, and measures of money supply. The course will include an overview of financial markets and interest rates; the functions and structure of the Federal Reserve System; the role of debt securities markets; the role played by equity securities markets; the nature and function of derivative markets. As a result of taking this course, students will understand the role played by capital markets, the Federal Reserve system, debt, equity and derivative markets as well as the inter-relationships between financial institutions and capital markets.
*Outcomes:*
At the end of this course, the student will be able to 1) Analyze the nature and function of the market for debt instruments, as well as the various types of debt instruments currently in use, including Treasury bills, commercial paper, CDs, repurchase agreements, federal funds, mortgages and banker's acceptances; 2) Assess the valuation of debt securities, pricing, and yields; 3) Describe the market for equity securities and the types of equity securities available for investment; stock market transactions, trading, and securities regulations; 4) Employ valuation methods to evaluate equity securities and performance measures related to them; 5) Explain the role that derivatives play in attempting to mitigate risk, as well as the speculative nature of some derivative products and the role of regulatory agencies in attempting to reduce speculative transactions

**CPST 377  Data in Management Decision-Making  (3 Credit Hours)**
*Pre-requisites:* CPST 250, STAT 103
Data, technology, and analytics capabilities have a direct impact on decision making. The integration of Financial/Enterprise Resource Planning (ERP) Systems and business analytics drives the ability to turn data into insights and action. This course will prepare students to understand, manage and visualize data, while also focusing on effective ways to communicate for decision-making. The course will introduce ERP systems and technology and the use of analytical tools in organizational decision-making.
*Outcomes:*
Utilize common enterprise systems and analytical tools in decision-making; Evaluate the use of databases in data management and data wrangling; Develop the ability to apply analytical techniques to data through mining; Practice important data visualization techniques and summary measures; Write to communicate insights gained from data analysis

**CPST 380  Leadership, Culture and Ethics  (3 Credit Hours)**
*Pre-requisites:* CPST 250
Students examine organizational ethics, values, strategy, culture, leadership and coaching. Students self-assess and refine their own concept of leadership and decision-making in the context of attitudes, environments, cultures, and issues faced by leaders in organizations.
*Outcomes:*
Students will analyze descriptive and normative models of ethical decision making in business, leadership strengths and management style using real life situations, self-assessment and cases studies

**CPST 381  Cybersecurity Governance  (3 Credit Hours)**
Effective Cybersecurity Leadership requires that there is a cogent Governance structure. Students in this course will learn how to manage Cybersecurity processes while meeting the needs of the Enterprise. Students will learn how to establish a Governance program, Cybersecurity management frameworks, how to develop and implement a Cybersecurity strategy. Students will be able to: Explain the strategic importance of effective, interdisciplinary, and multifunctional enterprise information security governance and information security management program and its execution.

**CPST 382  Cybersecurity Incident Response Management  (3 Credit Hours)**
Students in this course learn key aspects of Cybersecurity Incident Response Management (CIRM). Students in this course will learn how to plan for, respond to, investigate, and report on Cybersecurity Incidents. Students in this course will learn from case studies of past cyber incidents. Skills developed include the developing of an Incident Response Plan; ethical, best practices on handling communications/disclosures after an incident; incident investigation techniques (forensics); interfacing with law enforcement; and post-incident recovery.

**CPST 383  Cloud Security Strategy and Architecture  (3 Credit Hours)**
This course leverages cloud computing security guidelines set forth by the International Organization for Standardization (ISO), National Institute of Standards and Technology (NIST), European Union Agency for Network and Information Security (ENISA), and Cloud Security Alliance (CSA) to develop a Strategic perspective for the Cybersecurity practitioner. Skills developed include knowing best practices and standards; the ability to design and implement a cloud security architecture; and carefully working with 3rd party cloud infrastructure providers and other stakeholders.

**CPST 390  Organizational Theory and Practice  (3 Credit Hours)**
*Pre-requisites:* CPST 380
This course extends knowledge of organizations by examining organizational behavior at the macro-level. Students will gain a deeper understanding of organizational theory and research including historical and modern era approaches. Students will also analyze organizational behavior and settings including an in-depth case study of a single company.
*Outcomes:*
Students will be able to explain and apply concepts within the main areas of organizational structure, culture, communication and process

**CPST 395  Advanced Special Topics in Management  (1-3 Credit Hours)**
Permission required to enroll.

**CPST 397  Capstone  (3 Credit Hours)**
This course must be taken by SCPS students during the last semester prior to graduation. Students will collaborate with a community organization of their choosing to design and execute a capstone project that fulfills the University Engaged Learning requirement. This includes completing at least 20 hours of civic engagement, all necessary Center for Engaged Learning, Teaching, and Scholarship (CELTS) documentation, and a capstone project report. Grounded in Ignatian pedagogy, the course emphasizes reflection, discernment, and action, guiding students through individual and group exercises to deepen their learning and refine their project. By integrating knowledge from their SCPS coursework, students will develop their capstone projects while preparing for life after graduation as Civic-Minded Professionals.
This course satisfies the Engaged Learning requirement.
*Outcomes:*
Design and execute a capstone project with a community partner organization of their choosing; Complete a minimum of 20 hours of civic engagement with a community partner to satisfy the University Engaged Learning requirement; Present a capstone project report

**CPST 398  Professional Studies Internship Seminar  (2 Credit Hours)**
To enroll students must complete the internship forms through the Center for Experiential Learning. The Internship Seminar is a way to earn academic credit for an internship completed while finishing one of the SCPS BA programs. Students taking CPST 398 must take CPST 399 the following session to get complete credit for the internship.
This course satisfies the Engaged Learning requirement.
*Course equivalencies:* CPST398/UNIV390
*Outcomes:*
Applied experience in a professional setting

**CPST 399  Professional Studies Internship Seminar II  (2 Credit Hours)**
To enroll students must complete the internship forms through the Center for Experiential Learning. The Internship Seminar is a way to earn academic credit for an internship completed while finishing one of the SCPS BA programs. Students taking CPST 399 must first take CPST 398 the previous session to get complete credit for the internship.
This course satisfies the Engaged Learning requirement.
*Outcomes:*
Applied experience in a professional setting

**CPST 465  Special Topics  (1-3 Credit Hours)**
*Pre-requisites:* Limited to students in the Graduate SCPS Programs
Course titles and content vary from term to term. Permission is required to enroll.