SNL DEGREE COMPLETION MAJOR (DCM)

DCM 301 | EFFECTIVE LEADERSHIP IN A CHANGING PROFESSIONAL ENVIRONMENT | 4 quarter hours (Undergraduate)
In this leadership course, students will use readings, behavior/phenomenon surveys, and case studies to understand leadership theories and models. Participants will learn to create, establish, and reinforce cultural rules of engagement designed to increase communication effectiveness and get the most out of the current human dynamic in their respective environments. Understanding these various leadership models allows students to reflect on their own style in today's culturally changing environments. (online) (4 credit hours)

DCM 302 | PROJECT MANAGEMENT: DESIGN AND ASSESSMENT | 4 quarter hours (Undergraduate)
Project Management is an important discipline that can benefit students in their careers as well as personal life. This course will explore project management methodologies, their common steps and tools. The course translates Project Management theory into a practical and effective methodology, starting with working definitions of Project and Project Management, the course examines project initiation, evaluation and organization using analytic techniques such as discounted cash flow and PERT/CPM. In addition, the course examines project execution and control, along with the documentation and communications skills needed to keep a project on track. The course concludes with an overview of project management applied to computer information systems development. (4 quarter hours)

DCM 303 | LEADERSHIP MODELS FOR STRONG ORGANIZATIONS | 2-4 quarter hours (Undergraduate)
This course is designed to explore the research, practices, purposes and scope of leadership as a tool to develop leadership skills that will influence and inspire others. Both individual and organizational aspects will be presented and will include such areas as behaviors, ethics, communications, cultures and current practices. Emphasis will be on application of leadership theories and skill building through self-assessment exercises and cases. (2-4 quarter hours)

DCM 304 | EVOLVING PROFESSIONAL ETHICS | 2-4 quarter hours (Undergraduate)
Evolving Professional Ethics analyzes and weighs ethical issues in the professions in relationship to pressing values of social responsibility and quality of life seen through lenses of moral philosophers and incisive thinkers. It places business ethics and moral philosophy in juxtaposition. In a time of tumultuous choices, the pursuit of self interest is questioned in the light of changing, evolving awareness of values in humanity, community, environment, including race and gender, as they influence business context and holistic awareness of professional ethics. (2-4 quarter hours)

DCM 305 | ENTREPRENEURSHIP BASICS | 2-4 quarter hours (Undergraduate)
Entrepreneurship is a powerful force that stimulates economic growth, promotes employment, and allows for self expression by turning ideas into tangible reality. Entrepreneurial thinking can be developed as can be the skills needed to successfully start and manage new enterprises. But entrepreneurship is not without risk and every person must assess risk in light of their own personality and life situation. This course leads students through a realistic understanding of entrepreneurship as an economic force and a way of life, its impact on involved persons and practices most likely to promote success. Learning is accomplished through a combination of lecture, discussion, reading and homework. Students are encouraged to bring their own personal experiences to class for discussion. (2-4 quarter hours)

DCM 306 | PRODUCTIVE APPLICATIONS OF WORK BASED INFORMATION TECHNOLOGY | 2-4 quarter hours (Undergraduate)
In this course, students will learn about work-based information technology by exploring Windows PC and Mac operating systems. Students will be introduced to common work-based applications software in MS Office: Word, Excel, Power Point, Access and Outlook. Students will learn the basics, intermediate, and advanced level of MS Word, Excel, and Power Point. Students will explore the use and security of Internet applications for both Windows and Mac operating systems. (2-4 quarter hours)

This course is not open to Business Administration (BAPS) and Decision Analytics (BA) students.

DCM 307 | ANALYZING HUMAN BEHAVIOR | 2-4 quarter hours (Undergraduate)
This course targets the link between the physical environment and social behavior. A physical or virtual space that humans inhabit is also a social space; its organization contains a "code" of responsive behavior for people to understand. We focus on these "codes," and examine the ways they provoke conformity and deviance from individuals and groups. Students are expected to enter the social environment and gather publicly-observable data for analysis in the classroom setting. The ethics of social research, and of an observer's interaction with the environment, are key points of inquiry during the quarter. By its conclusion, students in this course are able to analyze any social group and its physical surroundings. (2-4 credit hours)

DCM 308 | INTRODUCTION TO STATISTICS | 2-4 quarter hours (Undergraduate)
This course will teach students the basic concepts of statistics. As a group, we will investigate topics in descriptive statistics, correlation, normal distributions, probability, sampling distributions and hypothesis testing. By the end of this course, students will be able to complete a statistical analysis of datasets using Microsoft Excel as the primary tool. We will also devote considerable time to discussing how statistics are used and abused. (2-4 quarter hours)
DCM 310 | THINKING CRITICALLY | 4 quarter hours (Undergraduate)
This course strengthens students' analytical thinking ability through practice in the skills and strategies of critical thinking and reading, and in the construction and evaluation of logical arguments. In pursuing these goals, we encounter principles of logic, strategies of persuasion, and techniques of propaganda. The course presents a variety of readings, exercises, and projects designed to help students develop learning and skill in the following areas: identifying assumptions, connecting assertions to evidence, stating generalizations, analyzing arguments, and bringing multiple perspectives to bear on complex issues and questions.

A major in Leadership Studies, Applied Behavioral Sciences or Professional Communication is a prerequisite for this class.

DCM 311 | CONFLICT MANAGEMENT AND NEGOTIATION | 2-4 quarter hours (Undergraduate)
This course will examine several aspects of communication. We will examine perception, assumption, language and sensitivity in the workplace and beyond, applying strategies drawn from theory to actual workplace situations. Successful collaboration and teamwork are the result of clear interpersonal communication. Done well, collaborative problem solving stimulates new ideas and more sophisticated approaches. To this end, we will consider the issues of empathy and personal style in the workplace and beyond. The question of conflict will be examined from several angles, and defined in several practical ways. We will analyze the differences and similarities between (among others) status-based, ego-based and issue-based conflicts in the workplace and beyond, and apply the theory of principled negotiation to identify and resolve these conflicts. (2-4 quarter hours)

DCM 312 | ADVANCED LEADERSHIP THEORY & PRACTICE | 4 quarter hours (Undergraduate)
In this course students will be strengthen their knowledge and skills in leadership theories and examine successful applications in public, private, and non-governmental organizations. Students will examine classic and current scholarship to bridge between theory and practice. Emphasis is placed on understanding the efficacy of the theories in the context of implementation in a global business environment.

DCM 314 | LEARNING AND TRANSFORMATION | 2 quarter hours (Undergraduate)
Building on last quarter’s seminar, students will look closely at the notion of transformative learning. Additionally, using learning style inventories, they will reflect on ways to exercise various learning styles in their work, and capitalize on their strengths. (2-4 quarter hours)

A major in Leadership Studies, Applied Behavioral Sciences or Professional Communication is a prerequisite for this class.

DCM 315 | EXPLORING THE FIELD | 2 quarter hours (Undergraduate)
Students will work on professional goal setting and action plans by conducting research on their chosen field, exploring trends, ethical issues, controversies, best preparation strategies, and other salient matters. In addition, the concept of “good work” and what that means for one’s own career will be debated and discussed. (2-4 quarter hours)

A major in Leadership Studies, Applied Behavioral Sciences or Professional Communication is a prerequisite for this class.

DCM 316 | WORK IN A GLOBAL ENVIRONMENT | 2 quarter hours (Undergraduate)
Globalization of the world’s economy has dramatically changed the interactions of people from different cultures. As a result, the importance of understanding cultural difference has increased significantly. This seminar will introduce students to the challenges and opportunities associated with living, working and learning in a global environment. This will be done through discussion, reading, case studies, films and exercises to increase cultural self awareness as well as cross-cultural sensitivity. (2-4 quarter hours)

DCM 317 | ETHICS IN THE PROFESSIONS | 2 quarter hours (Undergraduate)
Students will explore various approaches to determining right, morally acceptable, behavior. Epistemology and several ethical frameworks will be examined. Students will write, discuss, and debate case studies from their workplaces or field. (2-4 quarter hours)

DCM 318 | SOCIAL JUSTICE IN THE PROFESSIONS | 2 quarter hours (Undergraduate)
Students will look at the nature of social justice, creating a working definition of the widely used term. Readings will guide examination of issues of social justice in students’ fields or disciplines. (2-4 quarter hours)

DCM 319 | CREATIVITY AND INNOVATIVE THINKING | 2 quarter hours (Undergraduate)
Connections among such varied disciplines as physics, politics, and poetry will be examined and investigated within students’ own discipline/profession. Using a variety of approaches to integrative and innovative thinking, students will explore interconnectedness, expanding possibilities, creativity, and decision-making. (2-4 quarter hours)

DCM 320 | EFFECTIVE GROUP AND PERSONAL DYNAMICS | 2 quarter hours (Undergraduate)
This course design unifies two levels of human behavior and motivation: group and personal. Processes leading to decision-making and other actions rest in articulate patterns on both corporate and individual dimensions. We seek, in this educational arena, to activate and analyze this set of motives and to apprehend, and perhaps predict, this bi-lateral source of human motivation. In so doing, the group-level patterns leading to appreciable action and those emanating from each individual will more easily be understood, and their root patterns put to beneficial use. (2-4 quarter hours)

DCM 321 | THE PSYCHOLOGY OF AGING AND THE AGED | 4 quarter hours (Undergraduate)
This course provides an overview of the current theories, themes and issues of adult development and aging. In addition to understanding these theories and issues, students will explore questions such as: Does wisdom come with increasing age? Do people really change over time? What are the keys to positive aging? (2-4 quarter hours)

DCM 322 | THINKING CRITICALLY | 2 quarter hours (Undergraduate)
This course strengthens students’ analytical thinking ability through practice in the skills and strategies of critical thinking and reading, and in the construction and evaluation of logical arguments. In pursuing these goals, we encounter principles of logic, strategies of persuasion, and techniques of propaganda. The course presents a variety of readings, exercises, and projects designed to help students develop learning and skill in the following areas: identifying assumptions, connecting assertions to evidence, stating generalizations, analyzing arguments, and bringing multiple perspectives to bear on complex issues and questions.

A major in Leadership Studies, Applied Behavioral Sciences or Professional Communication is a prerequisite for this class.

DCM 323 | THE PSYCHOLOGY OF AGING AND THE AGED | 4 quarter hours (Undergraduate)
This course provides an overview of the current theories, themes and issues of adult development and aging. In addition to understanding these theories and issues, students will explore questions such as: Does wisdom come with increasing age? Do people really change over time? What are the keys to positive aging? (2-4 quarter hours)

DCM 324 | EFFECTIVE GROUP AND PERSONAL DYNAMICS | 2-4 quarter hours (Undergraduate)
This course design unifies two levels of human behavior and motivation: group and personal. Processes leading to decision-making and other actions rest in articulate patterns on both corporate and individual dimensions. We seek, in this educational arena, to activate and analyze this set of motives and to apprehend, and perhaps predict, this bi-lateral source of human motivation. In so doing, the group-level patterns leading to appreciable action and those emanating from each individual will more easily be understood, and their root patterns put to beneficial use. (2-4 quarter hours)

DCM 325 | WORK & SOCIETY | 2-4 quarter hours (Undergraduate)
We will consider work from the perspective of our needs and values, but also from the perspective of the needs of society. We will also consider the value that society assigns to different types of work (and the impact of that valuation on us as individuals and as members of various social groups). Other topics will include how work affects our family and social lives, the impact of modern values on how we view our work, and the role of technology in how we do our work and in how we view our work. (2-4 quarter hours)
identify organizational problems that can be addressed through training program implementations. The focus for this study will be to create and design a functional process and develop a broad understanding of the business in the context of corporate goals and initiatives that influence an organization’s success. In other words, training programs must consider what is important to the organization and then communicate it powerfully. This process includes defining requirements and success criteria, designing the process, and implementing and effectively communicating the program to the learners. Students will be introduced to how to measure the success of the program. Using methodology and models that have been successful in numerous global and domestic companies, students in this course will create their own plan for implementation and communication to ensure success in their future training program implementations. The focus for this study will be to create and design a functional process and develop the communication tools to deliver a training program in a corporate business community environment. (3 quarter hours)

DCM 327 | IN SEARCH OF LEADERSHIP LESSONS | 2 quarter hours
(Undergraduate)
This Structured Independent Study provides an opportunity for personal reflection of lessons found in ancient literature. Examining leaders and leadership situations from these early writings, students will compare and contrast contemporary leadership approaches. Through reading, reflection, and written exercises students will uncover relationships and insights to their current leadership practices and situations. A variety of knowledge and ideas focused on acting ethically, thinking independently, listening closely, taking responsibility, and finding balance are among the tools that students will develop in this course. Close reading of Sophocles and Aeschylus along with various articles about these famous ancient playwrights will allow students to bring the works of these early thinkers to their current leadership situations. This study will also include a research component.

DCM 328 | PLAN & DELIVER: IMPLEMENTING TRAINING PROGRAMS | 4 quarter hours
(Undergraduate)
In this Structured Independent Study, students will learn about the strategic process of effectively implementing a corporate training program based on business drivers. It requires a broad understanding of the business in the context of corporate goals and initiatives that influence an organization’s success. In other words, training programs must consider what is important to the organization. This process includes defining requirements and success criteria, designing the process, implementing and powerfully communicating the program to the learners, and then understanding how to measure the success of the program. Using methodology and models that have been successful in numerous global and domestic companies, students in this course will create their own plan for implementation, communication, and measurement to ensure success in their future training program implementations. The focus for this study will be to identify organizational problems that can be addressed through training and will discover the importance of a “learning organization” in this process.

DCM 329 | GETTING THE WORD OUT: HOW TO IMPLEMENT TRAINING PROGRAMS | 3 quarter hours
(Undergraduate)
In this Structured Independent Study, students will learn about the strategic process of effectively implementing and communicating a corporate training program based on business drivers. It requires a broad understanding of the business in the context of corporate goals and initiatives that influence an organization’s success. In other words, training programs must consider what is important to the organization and then communicate it powerfully. This process includes defining requirements and success criteria, designing the process, and implementing and effectively communicating the program to the learners. Students will be introduced to how to measure the success of the program. Using methodology and models that have been successful in numerous global and domestic companies, students in this course will create their own plan for implementation and communication to ensure success in their future training program implementations. The focus for this study will be to create and design a functional process and develop the communication tools to deliver a training program in a corporate business community environment. (3 quarter hours)

DCM 330 | PROFESSIONAL COMMUNICATION IN THE WORKPLACE | 4 quarter hours
(Undergraduate)
This course provides an overview of the fundamentals of professional writing. Through engaging in and reflecting upon a variety of professional writing tasks, you will learn the rhetorical theory and practice necessary for effective written communication in professional contexts. (online) (4 credit hours)

DCM 331 | LEARNING HOW TO LEARN | 3 quarter hours
(Undergraduate)
Learning is something we begin as soon as we are born. We usually think about what we learn more than how we learn, however. In this course, you’ll engage in hands-on activities to help you explore yourself as a learner. Additionally, you’ll be exploring time-management, your motivation as a learner, keeping a learning journal, and strategies for applying your learning to assignments. Research and experience tell us that adult learners tend not to finish their degree programs in higher numbers than traditional-aged students. There are many reasons, among them the complications of adult life with jobs, families, and life changes. This course exists to help adult learners understand themselves better as learners and to map out strategies of support and resources to help them achieve graduation. (3 quarter hours)

DCM 332 | APPLIED STATISTICS | 2-4 quarter hours
(Undergraduate)
In this class, students will look at how numerical knowledge is created and interpreted, and how these processes give us tools to critically analyze ideas, policies, and scientific conclusions. Some knowledge of mathematics is essential to understanding statistics. Thus, completion of a standard course in quantitative reasoning or college algebra will be of great help in succeeding in this course of study. (2-4 quarter hours)
DCM 333 | ADDICTIONS AND RECOVERY | 2-4 quarter hours
(Undergraduate)
This course seeks to explore and understand alcohol and drug addiction from a biological, psychological, and social approach. Students will learn about the different causes of addiction, understanding addiction as both a disease and a behavioral phenomenon. In addition, the societal effects of addiction will be explored, highlighting in particular the impact on mental health centers, hospitals and prison systems. Students will then study the most common drugs of addiction. Finally, a variety of treatments for drug addiction will be explored, and the class will culminate with students developing a treatment plan for a hypothetical case study. (2-4 quarter hours)