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An overall grade point average of 2.0 or above in all courses specified as a requirement for the certificate is required for the award of the certificate. Students must complete a minimum of six hours in upper-level courses required for the certificate through courses offered by Old Dominion University.

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*Pending approval by the State Council of Higher Education for Virginia.

### Professional Leadership Certificate

**Robert Doherty, Coordinator**

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### Continuing Education Programs

#### Prior Learning Assessment

The Prior Learning Assessment unit offers students the opportunity to have their prior learning assessed and applied for academic credit. Visit [www.odu.edu/priorlearning](http://www.odu.edu/priorlearning) for more information.

### Continuing Education Programs in Engineering

This unit offers certificates, workshops, courses and conferences. The courses are designed primarily for adult learners in content and logistics. Most courses are delivered in the late afternoon to early evening at a variety of locations and are delivered online. The courses are delivered in an open enrollment format (open to the general public) as well as in contract training settings. Many engineering disciplines are addressed including project management and systems engineering.

### Continuing Education Programs in Health Sciences

Short courses, national conferences, workshops, refresher courses, certificate programs and seminars are offered by the different schools in the College of Health Sciences on and off campus on a noncredit continuing education (CEU) basis. Professional continuing education programs cover a wide range of topics, including environmental health, occupational safety, industrial hygiene, dental hygiene, dental assisting, nursing, nuclear medicine technology, health-care management, medical laboratory science, physical therapy, and community health.

Education serves the following functions:

- Licensure and certification for professionals and practitioners,
- Credential and degree achievement and
- Professional development to update knowledge and skills.

Clientele served by the programs include nursing, public health and allied health professionals, human service workers, managers and supervisory personnel, technicians, laboratory personnel, and health educators.
Executive Development Program

The mission of this unit is to provide businesses, organizations, and individuals with high quality professional development and continuing education programs in virtually all areas of business, management, and executive education. The unit offers public programs for individuals seeking professional certificate programs, preparation for certification exams, career advancement and career change. In addition, the unit develops and delivers custom programs and consulting services to meet specific organizational and employee development needs of businesses and organizations regionally, nationally and internationally.

Executive Certificate in Financial Planning

XEDC 1851 - FP1: Introduction to Financial Planning and Risk Management Part One: Introduction to Financial Planning The first two sessions introduce financial planning. Instruction centers on the financial planning process and including gathering data from clients, analyzing data to determine needs, and compiling and presenting recommendations in a clear and concise manner. Part Two: Risk Management - Individual Insurance & Employee Benefits The remainder of this course focuses on risk management including life, health, disability, property, casualty, and liability. Since most risk can be transferred through insurance, the nature of insurance programs and policies, as well as specific coverage offered by various programs, will be covered along with the financial rating and operation of insurance companies.

XEDC 1852 - FP2: Income Management and Tax Planning In this introduction to financial taxation concepts, emphasis will be placed on individual tax returns, property transactions, gifts and inheritances, and choice of business entity. The passive loss rules will be discussed, as well as like-kind exchanges, involuntary conversions, and tax consequences of personal home sales. Also covered will be basic rules for moving deductions, hobby losses, depreciation (MMACRS), and choice of accounting methods. Tax planning and other potential tips to clients will be interspersed throughout the course.

XEDC 1853 - FP3: Investment Alternatives: Wealth Accumulation and/or Income Production Providing a survey of financial investment analysis, emphasis is placed on understanding the valuation process for alternative investment vehicles and the economic factors which affect their risk. Topics include the mechanics of present and future value analysis, real estate valuation, stocks, bonds, real estate, options, and futures. All of these are discussed within the context of developing portfolio strategies, which are consistent with the objectives of individual clients and their willingness and ability to undertake risk.

XEDC 1854 - FP4: Estate Planning The primary objective of estate planning is to assist people in planning for the management of their assets and the passing of those assets to their intended beneficiaries in the most efficient and least costly manner. This course gives the foundations of estate planning, basic concepts of joint ownership of property to complex planning with wills and trusts, including probate avoidance, federal estate and gift taxation, marital and charitable deduction planning, medical directives, and planning for second marriages. Students will be better equipped to counsel clients and understand the necessary estate planning documents.

XEDC 1855 - FP5: Retirement Plan and Employee Benefits This course will cover specific provisions of qualified retirement plans including profit sharing, defined benefits, 401k plans, IRAs, and SEP. Other employee benefit topics include Social Security, non-qualified deferred compensation, and income tax impact of employee benefits and retirement plans on both the employer and employee.

XEDC 1856 - FP6: Capstone Case Course Case Study Required *Prerequisites: modules 1-5 The focus in the final course is on integrating information provided in the previous courses and beginning to apply what has been learned to practical situations through the use of case studies and other methods. This course culminates with each student completing a comprehensive financial plan for a client, the practicum required for successful completion of the program.  

SHRM Learning System

XEDC 1165 – SHRM Learning System: The SHRM Learning System for SHRM-CP and SHRM-SCP includes five modules covering the comprehensive SHRM Body of Competency and Knowledge™ (SHRM BoCK™) so you’ll learn everything you need for the SHRM-CP or SHRM-SCP exam. Study with learning modules that provide an in-depth exploration of the knowledge domains and behavioral competencies tested on the SHRM exams. SHRM Certified Professional (SHRM-CP™) and SHRM Senior Certified Professional (SHRM-SCP™) are the new standard for all HR professionals around the globe, as it is among the first HR certification that is focused on the practical, real-life information HR professionals need to excel in their careers today, including behavioral competencies, knowledge and skills.

Education Programs and Virginia Department of Education Alternative Route to Teacher Licensure (Career Switcher) Program (https://www.odu.edu/cepd/career-switcher/)

The purpose of this unit is to extend to the community special conferences, workshops, seminars, in-service training, and short courses. Drawing on the faculty of the academic colleges and experts in the field, programs are designed in areas such as leadership, counseling/interpersonal skills, learning and curriculum design, training and development, health education, and physical fitness. Clients consist of educators as well as professionals in business, industry, and public, private and governmental agencies. Programs are designed to help professionals increase and upgrade their development activities. Professional and personal development programs are awarded continuing education credit (CEUs).

Career Switcher Alternative Route to Teacher Licensure Program

Program Director: Lisa M. Temple
Assistant Director for Curriculum and Development: Pete Baker
Assistant Director for Student Support: Samantha Fabio

The Career Switcher program is certified by the Virginia Department of Education.

PREREQUISITES

The following requirements must be completed prior to applying to the Old Dominion University Career Switcher Program.

- An application process
- A baccalaureate degree from a regionally accredited college or university
- The completion of requirements for an endorsement in a teaching area or the equivalent through verifiable experience or academic study; [Refer to the Licensure Regulations for School Personnel on the following Web address: http://www.doe.virginia.gov/teaching/licensure/licensure_regs.pdf]
- At least three years of full-time work experience or its equivalent; and
- Virginia qualifying scores on the professional teacher’s assessments as prescribed by the Board of Education. Virginia Communication and Literacy Assessment (VCLA);
- (2) Praxis II (subject area test); and (3) Reading for Virginia Educators (RVE) (if applicable).

APPLICATION PROCESS

- Career Switcher Program Application
- Application Fee
- Assessment Exams
- Official Transcripts
- Letter of Intent
- Resume
- Child Abuse and Neglect Training
- First Aid, CPR and AED Training
- Dyslexia Training
- Pre-Assessment Questionnaire Form

School of Continuing Education 2
LEVEL I PREPARATION

Intensive Level I preparation includes a minimum of 180 clock hours of instruction, including field experience. This phase includes, but is not limited to, curriculum and instruction (including instructional technology), reading in the content area, language acquisition, differentiation of instruction, classroom/behavior management, instructional design based on assessment data, human growth and development and other specific course work related to the Virginia Standards of Learning. Level I requirements must be completed during the course of a single year and may be offered through a variety of delivery systems, including distance learning programs. After completing Level I preparation, candidates may be awarded a one-year Provisional Career Switcher License (July 1 to June 30 of given year). The Provisional Career Switcher License is active for the first year after the completion of the program requirements. During this time, candidates are expected to seek and obtain employment in a Virginia public school division or accredited nonpublic school in Virginia. If a candidate is unsuccessful in finding employment during the first year of the life of the Provisional Career Switcher License, the license may be extended annually for up to two additional years upon the recommendation of an employing school division or accredited nonpublic school. A Provisional Career Switcher license is limited to a total of three years.

ELEMENTARY EDUCATION CURRICULUM

Clock Hours: 302

The Elementary Education curriculum is comprised of the following courses: XPCL 5000, XPCL 5005, XPCL 5010, XPCL 5015, XPCL 5020, XPCL 5025, XPCL 5030, XPCL 5035, XPCL 5040, XPCL 5049, TLED 568, XPCL 5052, XPCL 5053, XPCL 5056, XPCL 5065, XPCL 5077, XPCL 5080, XPCL 5095, XPCL 6000, and XPCL 6005.

MIDDLE EDUCATION CURRICULUM

Clock Hours: 279

The Middle Education curriculum is comprised of the following courses: XPCL 5000, XPCL 5005, XPCL 5010, XPCL 5015, XPCL 5020, XPCL 5025, XPCL 5030, XPCL 5035, XPCL 5040, XPCL 5043, XPCL 5045, XPCL 5046, TLED 568, XPCL 5050, XPCL 5055, XPCL 5065, XPCL 5070, XPCL 5075, XPCL 5077, XPCL 5080, XPCL 5095, and XPCL 6000.

SECONDARY EDUCATION/PREK-12 CURRICULUM

Clock Hours: 234

The Secondary Education/PreK-12 curriculum is comprised of the following courses: XPCL 5000, XPCL 5005, XPCL 5010, XPCL 5015, XPCL 5020, XPCL 5025, XPCL 5030, XPCL 5035, XPCL 5040, XPCL 5043, XPCL 5045, XPCL 5046, XPCL 5050, XPCL 5055, XPCL 5065, XPCL 5070, XPCL 5075, XPCL 5077, XPCL 5080, XPCL 5095, and XPCL 6000.

NONCREDIT COURSE DESCRIPTIONS

XPCL 5000. Foundations of Education. 7 Contact Hours Elementary/ Middle/Secondary Education

This course provides an overview of many issues that are central to the teaching profession including diversity and equity, philosophy’s role in education, instructional technology, legal issues associated with teachers’ and students’ rights and responsibilities, and administering the public education system in the US. In this course, candidates begin the development of their personal educational philosophies and engage in activities that prepare them for deeper, more focused learning in the Career Switcher Program’s subsequent modules.

XPCL 5005. Curriculum and Instructional Procedures: Design for Effective Instruction. 35 Contact Hours Elementary/Middle/Secondary Education

This is a course in generic lesson design which provides students with essential ways to design and deliver content that make efficient use of instructional time and current research while also maximizing instructional effectiveness. Emphasis is on efficient use of instructional time, lesson design, assessment tools and relevant and current research. A primary goal of the course is assisting students in their respective development of a holistic attitude toward their instruction that successfully integrates teaching practices to what is to be learned by their students. These generic teaching behaviors identified in the course competencies will be framed within a specific piece of content selected from a subject the student eventually wants to teach and applied through the actual development of classroom lesson plans.

XPCL 5010. Curriculum and Instructional Procedures: Student Assessment. 7 Contact Hours Elementary/Middle/Secondary Education

This course is designed to help with data driven instruction. It will differentiate between norm- and criterion references tests. The candidates will explore different test formats and the advantages of using a test blueprint and how to construct and score tests. In addition, the class will present the use of rubrics and portfolios in the classroom with ways to use them effectively.

XPCL 5015. Curriculum and Instructional Procedures: Exploring the Curriculum Framework. 7 Contact Hours Elementary/Middle/ Secondary Education

Candidates will identify “essential” standards of a lesson and explore how to develop clear learning goals and objectives by using various state and national resources. Candidates will learn how to shift students’ focus from “answer getting” to problem solving and critical thinking by exposing students to a large variety of complex texts in ALL subject areas. Candidates will also connect the standard topics to the prior knowledge of students.

XPCL 5020 Curriculum and Instructional Procedures: General Classroom Management. 14 Contact Hours. Elementary/Middle/ Secondary Education

This is a course in general classroom management that will develop the candidate’s philosophy of management and establish the candidate’s style. It will address the classroom environment, importance of procedures, communication and discipline and feelings of belonging for all students as well as preparing the climate for diverse strategies.

XPCL 5025. Human Growth and Development: Fundamentals of Human Growth and Development. 7 contact hours Elementary/Middle/ Secondary Education

Candidates will learn theoretical concepts of Human Growth and Development to include the cognitive, social, emotional, physical, and moral domains and how these domains make up the total person. Additionally, they will learn how these factors influence the student’s ability to learn.

XPCL 5030. Human Growth and Development: Student with Special Needs. 7 contact hours Elementary/Middle/Secondary Education

The purpose of this module is to introduce Career Switcher participants to the fundamentals of providing quality instruction to students with diverse needs. The module will focus on legal issues surrounding special education, and will extend to strategies to provide an effective learning environment for all students.

XPCL 5035. Curriculum and Instructional Procedures: Dealing Effectively with Parents, Students and School Culture. 7 contact hours Elementary/Middle/Secondary Education

Candidates will become familiar with the influence of socio-economic status (SES) on a person’s worldview, especially as it applies to communicating with parents and students. They will learn effective communication strategies and become familiar with the professional expectations parents, students, faculty and administrators have of them. Additionally, they will clarify their expectations of the teaching profession along with typical expectations of their supervisors and colleagues.

XPCL 5040. Curriculum and Instructional Procedures: Technology Standards for Instructional Personnel. 14 contact hours Elementary/ Middle/Secondary Education

The Technology Standards for Instructional Personnel course is required for teacher licensure in the state of Virginia and is essential to preparing pre-service teachers for the 21st century classroom. Candidates will learn strategies for effective technology integration and develop the skills associated with the Commonwealth of Virginia’s Technology Standards for
Instructional Personnel. The course addresses the Technology Standards for Instructional Personal (TSIP) competencies and upon completion students should be able to pass or apply for exemption from their school district’s TSIP exam.

XPCL 5043. Curriculum and Instructional Procedures (Classroom and Behavior Management): Secondary Classroom Management Techniques. 14 contact hours Middle and Secondary Education

This course has 10 sections that are designed to lead the Career Switcher to be confident in their ability to create a positive classroom environment that will facilitate academic success for all students. The 10 sections of this course (Discipline Plans; Procedures & Routines; Positive Learning Environment; Positive Relationships; Teacher Preparation; Student Responsibility; Classroom & Instructional Triggers; Pro Active Prevention; Dealing with Chronic Disruptions; How to Stay in Control when dealing with Classroom Management issues) will address professionally appropriate behavioral and management techniques, building an appropriate educational environment through classroom community and positive redirection of behavior as well as the development of social skills and self-discipline.

XPCL 5045. Curriculum and Instructional Procedures: Differentiation of Instruction. 7 contact hours Middle and Secondary Education

Candidates will learn strategies to deal effectively with at-risk students based on theoretical concepts. Additionally, they will learn the strategies to motivate students, strategies to engage them more in the learning process, and how to successfully cope with the stressors of dealing with challenging situations.

XPCL 5046. Curriculum and Instructional Procedures: Writing to Learn Across the Curriculum. 7 contact hours Middle and Secondary Education

This course reviews, evaluates, and promotes the concept that learning in all subjects can be more meaningful and enhanced by using writing and thinking strategies to better convey, comprehend and retain course content.

XPCL 5049. Curriculum and Instructional Procedures: Reading Strategies. 21 contact hours Elementary Education

This course is designed to provide information on balance reading instruction in grades PRE-K-6. Topics will include: language acquisition, phonemic awareness, word identification strategies, vocabulary development strategies, comprehension strategies, and reading-writing connections.

TLED 568 Language Acquisition and Reading for Students with Diverse Learning Needs. 3 semester hours Elementary and Middle Education (Online)

This course provides an overview of normal language development and language disorders which impact the acquisition of language-based curriculum skills such as listening, speaking, reading and written expression. Course content includes the theoretical framework and basic instructional practices and strategies associated with literacy instruction in an elementary classroom. Emphasis is placed on instructional techniques to assist individuals with disabilities achieve basic reading skills and advanced comprehension. Effective reading strategies and curricula for individuals with disabilities will also be reviewed. (Lecture 3 hours; 3 credits).

XPCL 5050. Curriculum and Instructional Procedures: Teacher Questioning Skills. 7 contact hours Middle and Secondary Education

This course focuses on the principles of the Socratic method and how teachers in the classroom can employ it. We’ll spend time discussing inquiry-based instruction and how it positively impacts student learning and engagement. We will examine and demonstrate the use of teacher created simulations and active participation activities to assist student learning. We will learn the positive impact of creating context before delivering information. Research suggests that an inquiry-based approach is the most effective way to engage students, motivate them, leading to constructive participation and retention of material.

XPCL 5052. Curriculum and Instructional Procedures: Elementary Education Reading Methods. 21 contact hours Elementary Education

This course is a methods course that focuses on the teaching and learning of reading. It will allow students the opportunity to apply knowledge gained in their Reading Strategies course work. It will consist of both theory and practice in which components of a comprehensive reading program are modeled, demonstrated, and experienced. Students in this course will participate in a variety of activities that will enhance their understanding of literacy teaching and learning with elementary students.

XPCL 5053. Curriculum and Instructional Procedures: Independent Study. 30 contact hours Elementary Education

This course is designed to enhance the pre-service teacher’s understanding of the emergent, beginning, transitional, and instructional readers in elementary grades and the implementation of practical strategies that will help early learners become successful readers. Pre-service teachers will have the opportunity to design and create learning opportunities for their prospective classroom.

XPCL 5055. Curriculum and Instructional Procedures: Helping Students to Become Confident Readers 14 contact hours Middle and Secondary Education

Candidates will learn methods to identify students who are struggling readers in their content class and to design strategies and activities for content learning plans which differentiate to the reading instructional needs of these students.

XPCL 5065. Curriculum and Instructional Procedures: Content Training 21 contact hours Elementary/Middle/Secondary Education

Education Candidates will learn specific training based on their endorsement area. These classes introduces unit planning, pacing, lesson planning, teaching strategies and classroom management. Discussions, lectures, demonstrations, and some role playing will be introduced.

XPCL 5070. Curriculum and Instructional Procedures: Dealing with At-Risk Students. 7 contact hours Middle and Secondary Education

Candidates will learn strategies to deal effectively with at-risk students based on theoretical concepts. Additionally, they will learn the strategies to motivate students, strategies to engage them more in the learning process, and how to successfully cope with the stressors of dealing with this challenging cohort.

XPCL 5075. Curriculum and Instructional Procedures: Preparing an Effective Lesson Plan. 7 contact hours Middle and Secondary Education

This module in generic lesson design review provides candidates essential ways to review the design, delivery, and assessment of Learning Plans. Emphasis is on efficient use of instructional time, lesson design, assessment tools and relevant and current research. A primary goal of the workshop is assisting students in their respective development of a holistic attitude toward their instruction that successfully integrates teaching practices to what is to be learned by their students. These generic teaching behaviors identified in the DEI course competencies will be framed, reviewed and critiqued within the content specific Learning Plans submitted. Results of the critiques will be shared with the authors of the learning plans.

XPCL 5077 Curriculum and Instructional Procedures: The Management of Learning and Instruction. 7 contact hours Elementary/Middle/Secondary Education

Classroom Management Techniques that will develop the candidate’s plan for the management of instruction by developing a specific Classroom Management Plan to fit the grade level and content of the teacher. Candidates will address the classroom environment, importance of procedures, communication and discipline.

XPCL 5080. Curriculum and Instructional Procedures: Issues and Answers for New Teachers. 7 contact hours Elementary/Middle/Secondary Education

Education Issues and Answers for New Teachers for Career Switchers is designed to support new teachers and facilitate the successful entry of
transitions/beginning teachers into the teaching profession by addressing topics that impact their day to day professional and teaching decisions.

XPCL 5095. Practicum Observation. 30 contact hours Elementary/Middle/Secondary
Experiences in PK12 classrooms represent an important component within the Career Switcher Program and all high-quality teacher preparation programs. Required in-school observation offers participants the opportunity to make contacts in school districts while gaining knowledge about teacher responsibilities and instructional strategies. All Career Switcher candidates are required to complete a minimum of 30 practicum hours by reflecting on the Professional Study Requirements and how it correlates with the Career Switcher Program’s Enduring Understandings (i.e., VDOE’s Uniform Teacher Performance Standards).

XPCL 6000. Curriculum and Instructional Procedures: Lesson Plan Presentation. 1 contact hour Elementary/Middle/Secondary Education
All Career Switcher candidates are required to present a 1 hour lesson plan. The lesson plan will be assessed by instructor’s and peers.

XPCL 6005 Elementary Education Classroom Management 14 contact hours
Students will formulate a personal philosophy of classroom management, examine effective techniques for arranging the classroom, formulating classroom rules, identifying and teaching classroom procedures and routines. This course will also prepare prospective teachers with respected philosophies and approaches that deal with appropriate social behaviors and classroom management systems, and provide strategies and suggestions that will enable them to be successful and confident while compare the beliefs and strategies of selected theorists that relate to effective classroom management (i.e. Skinner, Gordon and Dreikurs).

LEVEL II PREPARATION
Preparation begins during the first year of employment. Career Switchers attend a minimum of five seminars to expand the intensive preparation requirements associated with instructional topics. The five seminars award a minimum of 20 cumulative instructional hours and feature various instructional techniques. During Level II, a school mentor is assigned to assist the candidate throughout their first year of employment.

XPCL 5085. Behavior Management. 4 contact hours
Candidates will acquire strategies to help prevent behavior problems, identify actions that need to be taken when behavior problems occur, and learn how to effectively help students resolve problems in the classroom.

XPCL 5086. Empowering Teachers who serve English as a Language Learners (ESL). 4 contact hours
The ESL workshop is designed to give new teachers some basic information about who the ESL students are. The workshop is mandatory because at some point of the participants teaching experience they will have ELL students in their classroom. The participants will learn how the ESL students make it into the classroom. Participants will also get some teaching strategies useful when differentiating their instruction for English Language Learners. The goals of the workshops are to identify how these ESL students are enrolled, Demonstrate and create awareness about ESL students various Linguistic Proficiency level and what that means to the classroom teacher. Participants will become familiar with ESL Assessment like the WAPT and annual ACCESS for ESL students. Participants will learn about culture and multicultural in the classroom and how to use this knowledge when planning instruction. Finally, participants will develop awareness about LEP students SOL accommodations and how these accommodations impact ESL students with Special Education needs.

XPCL 5087 School Law: Basics for Teachers. 4 contact hours
Participants will be introduced to legal concepts related to their employment as teachers including their duties to students, education malpractice, employment rights, and constitutional rights such as free speech, free exercise of religion, and the right to be free from discrimination and harassment in the workplace. In groups, participants will grapple with real-life scenarios and discuss court decisions and school division policies. Professionalism, especially with regard to social media, will be emphasized.

XPCL 5088. Strategies for Success in the Classroom. 4 contact hours
Candidates will acquire practical strategies that they will be able to use with their students. This workshop includes instructional, vocabulary, memory, and review activities that can be used with any student, including slow learners and special education students.

XPCL 5089. Poverty: Students Achievement for Rural Urban Learners. 4 contact hours
Candidates will learn strategies to promote students’ academic success effectively with urban and rural learners in poverty based on theoretical concepts. Additionally, they will gain insights regarding the impact of poverty for schools, leaders, teachers and students. The participants will engage in a variety of experiences for adult learners to increase the teachers’ awareness of poverty and educators’ roles to address student scholastic achievement in school. The workshop will explore through the use of this PowerPoint presentation as guidance document to support practical application in this seminar. This interactive session will highlight the poverty research by Dr. Ruby Payne.

XPCL 5090. The Teacher as a Professional: Communicating with Stakeholders .4 contact hours
Participants will become familiar with the issues and standards related to professionalism and teacher evaluation. The participants will become familiar with The Virginia Standards for the Professional Practice of Teachers (VSPPT) and discuss expectations for teacher conduct within and without the classroom. Concrete strategies and tools for interaction with students, parents, administrators, and colleagues will be provided. Participants will engage in role-play to appreciate their responsibility in building supportive relationships with their students and their families. In addition, Assessment of, and for, Student Learning will be addressed, as grading is the primary mode of communication with parents, particularly at the secondary level.

XPCL 5091. Parents: A User’s Guide. 4 contact hours
This workshop will deal with the relationship teachers need to develop with parents, outline concerns from a parent's perspective, from a school's perspective, and develop responses to those concerns. This workshop will employ teaching strategies embedded into the PowerPoint, therefore providing practical application to the content (Communication with Parents). The agenda will include overviews and strategies, definition of stakeholders, analysis of the types of teacher-parent communication, presentation of positive techniques and strategies, and the review, evaluation, and practical use of authentic case studies.

XPCL 5093. Diversity in the Classroom. 4 contact hours
Participants will define diversity and identify what constitutes diversity in the classroom. Students will discern personal subjectivities and examine how those subjectivities affect student populations in the classroom. Students will understand the microsystem, exosystem, and macrosystem that influences the development of individuals through Bronfenbrenner’s Ecological Model. Students will engage with culture, language, and socioeconomic status to gain a deeper understanding of the backgrounds students come with to school.

CENTER FOR PROFESSIONAL DEVELOPMENT Courses
CPD 368. Internship in Professional Studies. 1-6 Credits.
An opportunity to integrate service and applied learning experience with leadership perspectives. Prerequisites: junior standing.

CPD 395. Topics. 1-3 Credits.
The study of selected topics which, due to their specialized nature, may not be offered regularly. These courses will appear in the course schedule. Prerequisites: junior standing or permission of the instructor.
CPD 397. Independent Study. 1-6 Credits.
Independent reading and study on a topic to be selected under the direction of an instructor. Prerequisites: Permission of instructor.

CPD 398. Independent Study. 1-6 Credits.
Independent reading and study on a topic to be selected under the direction of an instructor. Prerequisites: Permission of instructor.

CPD 400. Foundations of Leadership. 3 Credits.
This course is designed to provide students with a basic introduction to leadership, with a focus on leadership history, leadership styles, traits, and skills. The differences between managers and leaders will be explored. Prerequisites: junior standing or permission of the instructor.

CPD 406. Cyber Law. 3 Credits.
This course tackles two major cyber law subjects. The first part of the course examines various U.S. laws and legal considerations that impact the digital and cyberspace worlds from traditional civil, and to a lesser extent, traditional criminal perspectives. The second part will familiarize cyber operations professionals about the extent of and limitations on their authorities to ensure operations in cyberspace are in compliance with U.S. law, regulations, directives and policies. The course will also introduce students to miscellaneous cybersecurity topics such as the Federal Acquisition Requirements. Prerequisites: junior standing.

CPD 408. Global Leadership. 3 Credits.
This course will introduce students to the concepts and complexity of leadership in a globalized society and provide the opportunity to put leadership theory into practice. Emphasis will be on the development of the student as a leader who thinks globally, appreciates cultural diversity, is technologically savvy, knows how to build partnerships and alliances, and has the capacity to share leadership. Students will also evaluate their current mindset and leadership skills and create a professional plan for development as a global leader. Prerequisites: junior standing or permission of the instructor.

CPD 410. Leadership Ethics. 3 Credits.
This course examines how ethical principles can be used to guide effective leadership practices. Students will gain an understanding of how ethical principles in the workplace have developed over time. They will also explore the connections between individual ethics and workplace behaviors, in addition to leadership strategies that promote ethical behavior by workers. Prerequisites: junior standing or permission of the instructor.

CPD 412. Leadership and Law. 3 Credits.
This course addresses leadership in public, private, and non-profit organizations relative to laws that impact such organizations. Students will examine their role as leaders within legal systems that influence business operations such as employment law, intellectual property, antitrust, white collar crime, and bankruptcy. Prerequisites: junior standing or permission of the instructor.

CPD 414. Design Thinking for Leaders. 3 Credits.
Design thinking is a human-centered approach to problem solving and innovation. With design thinking one can confidently generate solutions to problems in organizations or to launching a new product or enterprise. It is being used by leaders for developing meaningful and useful responses to contemporary challenges. In this course, an overview of design thinking is provided, along with a model containing key questions and tools to help leaders understand design thinking as a problem solving approach. Prerequisites: junior standing or permission of the instructor.

CPD 415. Women in Leadership. 3 Credits.
This course provides students with the opportunity to explore the top female leaders of the present day. The course examines the difference between male and female leaders in business/economics, politics, entertainment, and government. Leadership styles will be explored. Prerequisites: junior standing or permission of the instructor.

CPD 416. Trends and Issues in Leadership. 3 Credits.
This course is focused on examining and expanding on the application of leadership principles and decision making. It is designed to help students step out of their comfort zones and look at leadership issues from various sides. The course will provide background and learning on primary leadership concepts with ethics ideals sprinkled within the content. Students will be challenged to find articles and examples for leadership application in multiple business, industry, government, and societal realms, taking on both protagonist and antagonist roles in the examination of the issues. Prerequisites: junior standing or permission of the instructor.

CPD 417/517. Digital Leadership. 3 Credits.
This course explores technology as it relates to leadership experiences. Theories, case studies and real world examples are analyzed to show both successful and unsuccessful uses of online and digital approaches that inform leaders' communication strategies. Students will explore how their own digital identities may impact their futures as leaders. They will also learn how to create digital identities that will shape their professional identities throughout their careers. Prerequisites: junior standing or permission of instructor.

CPD 494. Entrepreneurship in Professional Studies. 3 Credits.
This course is designed to help students enhance their personal and professional development through innovation guided by faculty members and professionals. This course offers students an opportunity to integrate disciplinary theory and knowledge through developing a nonprofit program, product, business, or other initiative. The real-world experiences that entrepreneurs provide will help students understand how academic knowledge leads to transformations, innovations, and solutions to different types of problems. Prerequisites: COMM 351, COMM 355, COMM 421, or CPS 414.

CPD 495. Topics. 1-3 Credits.
The advanced study of selected topics which, due to their specialized nature, may not be offered regularly. These courses will appear in the course schedule. Prerequisites: junior standing or permission of the instructor.