



MIDAMERICA NAZARENE UNIVERSITY

SCHOOL OF PROFESSIONAL & GRADUATE STUDIES



PURPOSEFULLY DIFFERENT



Academic Catalog 2018-19



2030 E. College Way  
Olathe Kansas 66062  
(913)782-3750

**VOLUME XLIX**  
**2018-2019 Catalog**

**TABLE OF CONTENTS**

General Information.....	3
Professional & Graduate Studies Admissions.....	10
Academic Policies .....	15
Finances.....	29
Degree Programs .....	33
Associate Degrees, Minors, & Certificates .....	36
Undergraduate Business & Leadership.....	58
Undergraduate Computer Information Systems.....	70
Graduate Business .....	78
Graduate Studies in Counseling.....	96
Undergraduate & Graduate Education.....	111
Undergraduate & Graduate Nursing.....	136
Personnel .....	175

**A WORD OF EXPLANATION**

While every effort has been made to make the MidAmerica Nazarene University Catalog as current as possible with regard to personnel, tuition and fees, course offerings, etc., it may be necessary from time to time to modify items listed. Courses listed by the University are subject to change through normal channels. New courses and modifications in existing courses are introduced by the academic departments and considered by the faculty. The Catalog, therefore, is for informational purposes only and does not constitute a contract.



MidAmerica Nazarene University is a transformative university that nurtures Christlike community and challenges our students to pursue academic excellence. Passion for learning, purposeful living and service to others are at the very heart of all we do. From its founding in 1966 MNU has been focused on its mission and the amazing potential that God has created within our students.

The university is looking to the future and through the “Bright Futures” campaign we are building foundations for a new generation of students. New academic programs, expanded technology, student support services and plans for a beautiful new campus center and athletic complex are all part of this exciting vision for the future.

We’re located on the edge of the great American prairie, just moments from the vibrant Kansas City metro and the excitement and opportunities it provides. At the crossroads of our nation where the early pioneers demonstrated unshakable faith, persistence and a determination that conquered significant obstacles, we’re challenged to be the pioneers of our day. We call it “pioneer spirit” and it doesn’t take long to catch it yourself.

With faculty committed to scholarship and excellence in teaching and learning, our graduates obtain a world-class education. Faculty and staff have a deep interest in students and a passion to serve others. MNU is a dynamic community and a place that promotes intellectual, personal, and spiritual growth.

I hope you will use this catalog as a working guide to plan your courses and investigate your educational options. Our faculty advisors and staff are happy to answer your questions and provide direction as you work on your educational plan. As you begin to see your academic path take shape, I hope you catch the excitement and vitality of our campus and the sense of purpose we call “Pioneer Spirit.”

A handwritten signature in black ink that reads "David J. Spital".

David J. Spital  
University President

# General Information

## MidAmerica Nazarene University An Introduction

### OUR HISTORY

Founded in 1966, MidAmerica Nazarene University opened its doors to students in 1968 with an enrollment of 263. Since that initial semester of operation, enrollment has increased dramatically and now totals nearly 1,800. The University offers undergraduate academic majors in over 40 areas, several degree-completion programs and graduate-level programs in education, business administration, counseling and nursing.

MidAmerica is located 20 minutes from downtown Kansas City, Missouri, on a 105-acre campus in Olathe, Kansas. Because of its strategic location in the Greater Kansas City area, students and faculty have access to the metropolitan cultural, recreational and employment advantages. The permanent control of the University is vested in a board of trustees selected from the districts of the North Central Region of the Church of the Nazarene and at-large members.

### A WORD ON ACCREDITATION

MidAmerica Nazarene University, a comprehensive liberal arts university of the Church of the Nazarene, is accredited by the Higher Learning Commission (230 South LaSalle Street, Suite 7-500, Chicago, IL 60604; 312-263-0456); the HLC website may be accessed at [hlc.commission.org](http://hlc.commission.org). The University is authorized to offer associate, baccalaureate, and master's degree programs in the fields of administration/leadership, business, counseling, education, nursing, and religion. Accreditation of the teacher education program has been achieved from the Kansas State Board of Education (Teacher Licensure, 900 SW Jackson, Topeka, KS 66612; 785-296-3201) and National Council for Accreditation of Teacher Education. The baccalaureate nursing program is approved by the Kansas State Board of Nursing (Landon State Office Building, 900 SW Jackson, Suite 1051, Topeka, KS 66612-1230; 785-296-4929) and the baccalaureate and master's nursing programs are accredited by the Commission on Collegiate Nursing Education (655 K Street NW, Suite 750, Washington, DC, 20001; 202-887-6791). MidAmerica Nazarene University is an accredited institutional member of the National Association of Schools of Music (11250 Roger Bacon Drive, Suite 21, Reston, VA 20190; 703-437-0700). The Athletic Training Program is accredited by the Commission on Accreditation of Athletic Training Education (6850 Austin Center Boulevard, Suite 100, Austin, TX, 78731; 512-733-9700). The Master of Arts in Counseling program is accredited by the Council for Accreditation of Counseling and Related Educational Programs (CACREP) (1001 North Fairfax Street, Suite 510, Alexandria, VA 22314; 703-535-5990). Business programs are accredited by The Accreditation Council for Business Schools and Programs (ACBSP) (11520 W. 119th Street, Overland Park, KS 66213; 913-339-9356).

The University is a member of the Council for Christian Colleges and Universities (CCCU), the National Association of Independent Colleges and Universities (NAICU), the Council of Independent Colleges (CIC), the Kansas Independent College Association (KICA), the National

Association of Intercollegiate Athletics (NAIA), the Heart of America Athletic Conference (HAAC), the American Association of Colleges for Teacher Education (AACTE), the American Association of Colleges of Nursing (AACN).

## **THE POSITION STATEMENT**

MidAmerica Nazarene University is a comprehensive liberal arts university offering undergraduate and selected professional and graduate degrees. Sponsored by the North Central Region of the International Church of the Nazarene, the University is committed to serving the church and its global mission. As a Christian community in the Wesleyan- Holiness tradition, MidAmerica Nazarene University seeks to transform the individual through intellectual, spiritual, and personal development for a life of service to God, the church, the nation and the world.

## **THE MISSION STATEMENT**

A transformative university that nurtures Christlike community, pursues academic excellence, and cultivates a passion to serve.

## **THE VISION STATEMENT**

To impact the world for Jesus Christ through servant leaders recognized for their excellence, integrity, and spiritual vitality.

## **OUR MOTTO: TO LEARN . . . TO SERVE . . . TO BE**

The Mission of MidAmerica Nazarene University as a holiness, liberal arts university is summed up succinctly in the motto TO LEARN, TO SERVE, TO BE.

TO LEARN denotes the pursuit of excellence. Liberal arts in the context of Christian holiness calls for commitment to a life of learning.

TO SERVE means involvement in a life of compassion. The pursuit of excellence is to be blended with Christlike compassion.

TO BE points to a journey toward wholeness. Wholeness means loving God with heart, soul, mind and strength. The journey toward wholeness makes every desk an altar, and every classroom a cathedral where faith and learning are blended together.

## **INSTITUTIONAL GOALS**

The University has four primary goals which are defined as the development of the student, service to God and humanity, career preparation, and an understanding of America's heritage.

**THE DEVELOPMENT OF THE STUDENT.** In seeking to meet the needs of whole persons, the University provides a wide variety of intellectual, social, and religious activities that serve a developmental function in students. These include the general education program, the major fields of preparation, chapel and convocation emphases, campus social events, annual fall and spring revival services, and intercollegiate/intramural athletics.

**SERVICE TO GOD AND HUMANITY.** The University promotes its ideal of service through emphases on social concerns, the MNU ServiceCorps and organizations of the Associated Student Government (ASG), chapel programming, and special events such as the annual student led Passion to Serve project

**CAREER PREPARATION.** Preparation for a rewarding professional life is a goal that is reached in the successful educating of students in a major field of their choice, and is assessed by means of a required senior comprehensive examination or project. All academic departments of the University emphasize formal objectives and a balance between the liberal arts and courses in specialized areas. The ultimate goal is to develop broadly educated individuals with specific skills and career knowledge related to a potential field of service and work.

**UNDERSTANDING AMERICA'S HERITAGE.** The goal of understanding America's heritage and an awareness of its distinctive opportunities and responsibilities in the world community is accomplished in several ways. These include participation in campus governance through the ASG, the sponsoring of political clubs on campus, a Multicultural emphasis each year. General education courses seek to address the uniqueness of America's position in the world and to challenge students to develop an appreciation of both Western and non-western cultural aspects of the human family.

## **EDUCATION AT MIDAMERICA NAZARENE UNIVERSITY**

The educational experience at MidAmerica Nazarene University is based on certain desired outcomes and consists of several components, including a program of general education, a comprehensive field of in-depth study, and an optional minor. By these means the University seeks to achieve its educational mission of developing maturing individuals who are liberal arts- and career-educated persons who possess a commitment to service in a Christian, holiness lifestyle.

**GENERAL EDUCATION.** The General Education program at MidAmerica Nazarene University seeks to develop informed servant-leaders who think critically and are committed, caring citizens of the world. The diverse, integrative, liberal arts courses provide a solid foundation for a student's vocational calling in light of God's creation and the person of Jesus Christ.

**THE COMPREHENSIVE FIELD OF STUDY.** A major provides a program of study that enables students to investigate a subject area in considerable depth. The structure of the major is a reflection of the logic of the discipline it represents. Some majors call for study in special topic areas, while others require an internship experience. Requirements for the various approved majors are listed in the Catalog,

The residency requirement for the academic major is no less than fifteen hours in the discipline of the major, except where other institutional agreements exist.

## **STATEMENT OF BELIEF**

We believe in the Lord God Almighty, the Creator, and that in Him is perfect love, forgiveness and justice. Jesus Christ is His Son and in coming to earth provided for salvation and demonstrated the qualities of moral perfection for all humanity. The Holy Spirit reveals the truth of Christ's redemptive work, leads and directs in all our patterns of living, purifies our hearts, and empowers us for service.

Individuals are of infinite worth because they are creations of God. They are integrated and complex spiritual, physiological, psychological, and social beings. Their highest sense of achievement and satisfaction arises from a personal relationship to God and a comprehensive stewardship of life.

The Bible is God's inspired Word and provides the final authority for instruction and guidance in Christian living. Christ taught us to love God and love our neighbor as ourselves. Our concept of service to God and humanity is based on this belief. We further believe in the doctrine of entire sanctification and the dynamic life of perfect love as reflected in Wesleyan theology.

We believe Christian education provides a foundation for leadership based on a sound philosophy of life, a personal relationship with God and responsible citizenship. We accept the importance of personal inspiration in the educative process and believe that models based on Christ as the master teacher are important in Christian education.

The goals and objectives of education at MidAmerica Nazarene University are designed to harmonize with this statement of belief.

## **FACILITIES**

Osborne Hall houses the Natural, Health & Mathematical Sciences Department while Lunn Hall houses administrative offices. Residence halls include Stockton-Rice and Spindle Hall for women and Snowbarger-Lanpher and Uphaus Hall for men. Off-campus apartments adjacent to the campus for upperclassmen are in Colony West. Apartments for upperclassmen on campus are located in Draper Hall and Ramsey Hall.

The Bell Cultural Events Center houses a performing arts hall, black box theatre, vocal and instrumental music facilities, and the Department of Arts and Humanities. Dobson Hall contains an art studio, graphic design computer lab, and the Offices of Marketing and Information Technology.

Cook Center houses a basketball/volleyball arena, two practice gyms, the Departments of Traditional BSN Studies, Athletics and several classrooms. It is the largest facility on campus. A sports complex includes a field house and football stadium, softball field, baseball field, tennis courts, and track.

Smith Hall houses Traditional Undergraduate Admissions and Christian Ministry and Formation, as well as classrooms. Metz Hall houses the Departments of Social and Behavioral Sciences, Business Administration, Teacher Education, Graduate Studies in Counselor Education, and Professional and Graduate Studies in Education. A computer lab is an integral part of the facility.

The Mur-Len Building is adjacent to the southeast corner of the campus and houses the Play Therapy Certification program and the Play Therapy Center. The Office of Professional and Graduate Studies Admissions, and the Departments of Professional Studies in Management, Graduate Studies in Management, Pre-licensure Nursing Education, and Post-licensure and Graduate Nursing Education have offices in the Santa Fe Commons buildings located north of campus along Mur-Len Road. Traditional Nursing courses are primarily taught in the Cook Wellness Center on the main campus.

The MNU Learning Commons is located on the south end of the Campus Green and holds a range of learning resources for undergraduate, graduate, and professional development programs. Weatherby Chapel offers a quiet setting for prayer and meditation.

Campus Center houses the cafeteria and kitchen facilities. The east end of the building contains the MERC, post office and student mail boxes, and the offices of Student Development, and Student Financial Aid Services.

## EDUCATIONAL RESOURCES

The University provides its constituency with various educational resources to enhance the learning experience.

### THE MIDAMERICA LEARNING COMMONS

The MidAmerica Learning Commons, located in Mabee, provides creative and innovative services to enhance learning and scholarship of faculty and students. The Learning Commons houses the following services:

**Library.** The Library supports the informational and research needs of the MidAmerica Nazarene University community through the provision of access to a variety of resources and services. Students and faculty have access to interlibrary loan services, research instruction and assistance, electronic and print resources, and individual and collaborative study spaces. The library's services and resources can be found at [mnu.edu/learning-commons](http://mnu.edu/learning-commons).

**Academic Success Center.** The Center is an academic support unit offering testing services, tutoring assistance, and special needs accommodation. Staff provide training in study and developmental skills. Tutoring is available in a variety of subject areas.

**Career and Life Calling.** The Career and Life Calling office assists in preparing students for a life of significance and purpose by fostering opportunities to explore and discern their God-inspired calling. Staff assist students in selecting/changing majors, finding internships, writing resumes and cover letters, preparing for interviews and transitioning to professional careers.

**Computer Lab.** The Mabee Computer Lab is open to university students, faculty, staff, and the community as a technological resource for learning, research, and teaching.

**24/7 Study Room.** Students may use their student ID card to gain access to the study room at times the Learning Commons is not open to the public. This room is located just inside the main entry to the facility and includes access to computers, printers and a copier.

**Dewey's Book & Bean.** Dewey's Book & Bean is a coffee shop and cafe that provides an informal setting for study and meetings. The cafe is located on the Learning Common's main floor.

**Marge Smith Archives, Vennard College Archives, and the Donald S. Metz Rare Book Collection.** The Marge Smith Archives is the official archival repository for MidAmerica Nazarene University. The archives were founded under the guidance and direction of Marge Smith, the wife of the first president of the University. The Marge Smith Archives houses all of the documents related to the organization and founding of the University following the 1964 General Assembly of the Church of the Nazarene, and continues to document administration, faculty, and student life.

The Vennard College Archives is housed in the Marge Smith Archives. The Vennard College Archives is the repository for documents and materials related to the founding of Vennard College and its predecessor institutions (Central Holiness University, Epworth Institute, Chicago Evangelistic Institute, Fletcher College, and Kletzing College) from the early 1900s until its closing in November 2008.

The Donald S. Metz rare book collection is dedicated to the first academic dean of then MidAmerica Nazarene College. Dr. Metz's commitment to scholarship is honored in the holdings. The rare book collection contains many unique volumes that are difficult to find, covering all academic disciplines with emphasis on literature and the American Holiness Movement. All books in this collection are for in-library use only.

## **MNU STUDENT DISABILITY ACCOMMODATION**

The Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act prohibit discrimination against individuals with disabilities. The purpose of these laws is to remove barriers that prevent qualified individuals with disabilities from enjoying the same opportunities available to persons without disabilities. A student with a disability who wishes to request a reasonable accommodation must contact the Director of the Academic Success Center at 913-971-3387 or [asc@mnu.edu](mailto:asc@mnu.edu). MNU's complete policy regarding student disability accommodations may be found at [mnu.edu/ADA](http://mnu.edu/ADA).

## **EDUCATIONAL RIGHTS AND PRIVACY**

The Family Educational Rights and Privacy Act (FERPA) of 1974 (also known as the Buckley Amendment) is a federal privacy law affording students certain rights with respect to their education records. MidAmerica Nazarene University complies fully with this law. The University Registrar serves as the institutional FERPA Compliance Officer. The full Educational Rights and Privacy policy, please refer to [mnu.edu](http://mnu.edu).

## **ADDITIONAL INFORMATION**

**CLERY DISCLOSURE.** MidAmerica Nazarene University complies with the federal statute known as The Jeanne Clery Disclosure of Campus Security Policy and Campus Crimes Statistics Act. Students, prospective students, employees, and prospective employees may request a copy of the most recent Campus Annual Security Report from the office of the MidAmerica Nazarene University Campus Safety Department or by calling (913) 971-3299. The Campus Security Report is also available on the MNU website under the Resources tab.

**NOTICE OF NON-DISCRIMINATION** MidAmerica Nazarene University policy prohibits discrimination on the basis of race, sex, religion, age, color, creed, national or ethnic origin, marital status, disability, genetic information, or any other legally protected class. The university's full Non-Discrimination/Equal Employment Opportunity Statement can be found at [www.mnu.edu/non-discrimination-statement](http://www.mnu.edu/non-discrimination-statement).

## **TITLE IX AND SEXUAL MISCONDUCT POLICY**

It is the policy of MidAmerica Nazarene University to comply with Title IX of the Education Amendments of 1972 and its implementing regulations, which prohibit discrimination based on sex in the University's educational programs and activities. Title IX and its implementing regulations also prohibit retaliation for asserting claims of sex discrimination. MidAmerica Nazarene University is committed to providing a learning, working, and living environment that promotes personal integrity, civility, and mutual respect in an environment free of discrimination on the basis of sex. MNU's Sexual Misconduct Policy & Complaint Resolution Procedures can be found at [www.mnu.edu/sexual-misconduct-policy](http://www.mnu.edu/sexual-misconduct-policy).

## MILESTONES AT MIDAMERICA

*May 27, 1966* R. Curtis Smith elected first president of Zone B Junior College at Nazarene Headquarters, Kansas City, Missouri.

*December 6, 1966* MidAmerica Nazarene College incorporated in the State of Kansas.

*September, 1968* MidAmerica Nazarene College begins classes with 263 students enrolled and five buildings completed.

*January 14, 1969* The General Board of the Church of the Nazarene approves MidAmerica Nazarene College as a four-year liberal arts college.

*May 3, 1972* The State of Kansas grants accreditation to the College as a four-year institution.

*May 15, 1972* MidAmerica's "Pioneer Class" graduates with a total of ninety-one students.

*March 27, 1974* The College receives accreditation from the North Central Association of Colleges and Schools.

*July 18, 1985* Donald D. Owens elected second president.

*August, 1989* North Central Association of Colleges and Schools grants initial accreditation for MidAmerica's first graduate program, the Master of Education degree.

*September 19, 1989* Richard L. Spindle elected third president.

*October 26, 1991* MidAmerica Nazarene College celebrates its 25th Anniversary.

*March 8, 1997* The Board of Trustees votes to change the name to MidAmerica Nazarene University.

*March 5, 2005* Edwin H. Robinson elected fourth president.

*March 13, 2007* MidAmerica's first team NAIA National Championship capturing the Division II Men's Basketball crown.

*October 29, 2008* North Central Association grants approval for MidAmerica's first exclusively online degree, the Master of Education.

*August 28, 2009* MidAmerica is re-accredited by the Higher Learning Commission.

*July 2011* James H. Diehl elected interim president.

*January 17, 2012* David J. Spittal elected fifth president

*March 22, 2016* MidAmerica's first women's team NAIA National Championship capturing the Division I Women's Basketball crown.

*June 27, 2016* Accreditation by the Higher Learning Commission was reaffirmed.

*During the 2016-17 academic year,* MidAmerica Nazarene University celebrated its 50th anniversary.

# Professional & Graduate Studies Admissions

## MISSION STATEMENT

The Professional and Graduate Admissions Office is committed to providing accurate and current information to prospective students regarding the University's Christian mission, degree programs, costs and the admissions process. The Admissions Office is committed to quality customer service and providing information to prospective students in an efficient, caring, timely and confidential manner.

## ADMISSION PROCEDURES

MidAmerica Nazarene University places a high value on moral character and personal integrity as well as intellectual ability and academic achievement. The University seeks to partner with students who also value these characteristics and who support the University's mission to serve as a distinctively Christian liberal arts institution of the Church of the Nazarene.

MidAmerica is selective in its admission, with enrollment being contingent on the student's ability to meet the admission requirements and guiding principles of the University. Prospective students who do not meet these standards will be denied admission. In order to be considered for admission, the prospective student must:

1. Complete and submit to the Office of Professional and Graduate Admissions an official online application form for the student's desired program of interest.
2. Request official transcripts from each college or university attended to be sent to the Office of Professional and Graduate Admissions (some exceptions apply).
3. Complete any additional program specific admissions requirements such as information meetings, admission essays, letters of reference, etc. These items are outlined in the following section. The designated enrollment specialist will then forward the application materials to the appropriate academic department for review.
4. If financial aid will be needed, complete the FAFSA and ask that your Institutional Student Information Record (ISIR) be shared with MNU. Our institutional number is 007032.

### Conditional Admission

An individual who does not meet regular admission requirements, but who desires to pursue work leading to a professional or graduate degree at MidAmerica Nazarene University may, with the permission of the academic department, be permitted to enroll provisionally in a limited number of professional or graduate courses. Regular status may be gained after completion of acceptable work at MidAmerica Nazarene University with a grade point average of 3.0 for the first six hours of graduate study.

## Professional Admissions

MidAmerica Nazarene University students with less than 30 hours of transferable college credits may need to demonstrate proficiency on a university approved placement test or provide ACT scores with a minimum subscale score of 17 (or the SAT equivalent) for English/Reading and a minimum subscale score of 19 (or the SAT equivalent) for Math. When requesting official testing scores, please be aware that **MNU's ACT code number is 1445 and MNU's SAT code number is 6437.**

Prospective professional undergraduate students who have less than 24 hours of transferable college credits and who have not finished high school can be admitted provisionally. MNU will accept the equivalency of high school completion. In addition, either ACT scores or demonstrated proficiency on a university approved placement test is required.

Students who have more than 24 hours of transferable college credit are not required to prove high school graduation, a passing score on the GED, or to provide ACT scores.

## Graduate Studies Admissions

Students may register for graduate courses as degree seeking students or non-degree seeking students. All students registering for graduate courses must hold a baccalaureate degree or the equivalent from a college or university accredited by the appropriate regional accrediting agency and show promise of ability to pursue graduate study in the designated area. Additional admissions information may be requested from the School of Professional and Graduate Studies Admissions Office at 913-971-3800.

## INTERNATIONAL STUDENTS (PROFESSIONAL & GRADUATE)

MidAmerica Nazarene University welcomes international students and supports those who require an F1 visa to complete their studies in the United States. For the purposes of this section, 'International Students' is defined as students who are required to be on an F1 visa to attend school in the United States, OR who have coursework or degrees obtained outside the United States, OR who are currently residents of countries other than the United States. Upon request, students seeking admission into MNU programs will be sent an International Student Admissions Packet. Application for admission to the professional programs must be submitted at least 90 days prior to the beginning of the term.

International transfer students from other colleges or universities in the United States must submit an application 30 days prior to the beginning of the term that the student wishes to begin graduate work. For those who are not in the U.S. but want to enroll in a program, more time should be allowed in order to submit required documents and secure their Embassy appointment. Students must also follow the admission procedures set up by each respective graduate program. If all admission requirements have been met, the MNU International Student Advisor will issue the prospective international student an I-20 document required by INS for F-1 visa status after he/she receives the transfer student SEVIS record from the previous college/university attended. For those who are at home in their country, a new I-20 will be issued and mailed to their home address.

For students seeking admission to professional and graduate programs, the following must be submitted:

1. A completed **Application for Admission** must be completed 90 days before the beginning of the term that the student wishes to begin professional work.
2. A minimum computer-based score of **214**, or internet based TOEFL score minimum of **81** (MidAmerica's TOEFL code number is 6437) OR an IELTS score of 6 or higher.
3. An original, notarized Affidavit of Support and required supporting documentation of evidence of ability to pay school bills in accordance with policy.
4. An appropriately completed and signed International Student Financial Summary.
5. Original transcripts and records (sent directly from the institution or NACES approved transcript evaluation service), documenting all completed secondary and university academic work.

International Students may apply to all academic programs at MNU. The application process varies with each professional and graduate program. All International Students who wish to study at MNU must work with the MNU International Student Advisor who is also the Designated School Official (DSO) for Immigration and Naturalization Services (INS) at MNU, in order to receive the required I-20 document and to insure that proper INS guidelines are followed for academic study in the United States.

Contact: MNU International Student Advisor  
MidAmerica Nazarene University  
13563 S. Mur-Len Road  
Olathe, KS 66062-1899  
Phone 913-971-3380 or 1-800-800-8887 ext. 3877  
Fax 913-971-3008

## INTERNATIONAL TRANSCRIPT EVALUATION

For prospective international transfer students from colleges and universities in world areas other than the United States, an official evaluation of transcripts by an approved international transcript evaluation service must be requested and sent to the MNU International Student office before academic courses may be considered for transfer credit. This is the international transfer student's responsibility.

The following is a list of approved Evaluation Services. In order to grant credit, the student should have a course-by-course evaluation done.

AACRAO American Association of Collegiate Registrars and Admissions Officers  
Foreign Credential Evaluation Service  
One Dupont Circle NW, Suite 520 Washington, DC 20036  
202-293-9161; [www.aacrao.org/](http://www.aacrao.org/)

ECE Educational Credential Evaluations, Inc.  
PO Box 514070  
Milwaukee, WI 53203-3470  
414-289-3400; [www.ece.org](http://www.ece.org)

WES World Education Services  
International Academic Credential Evaluation  
Bowling Green Station  
P.O. Box 5087  
New York, NY 10274-5087  
212-966-6311; [www.wes.org](http://www.wes.org)

NACES National Association of Credential Evaluation Services – Any service listed as a member of this organization [www.naces.org](http://www.naces.org)

## **PROGRAM EXTENSION FOR INTERNATIONAL STUDENTS**

### **When is a Program Extension Needed?**

An F-1 student who does not complete his or her educational program by the completion date noted on his or her most current, valid I-20 must see the PDSO to see if a program extension is warranted.

### **Who is Eligible?**

Any F-1 student who has continually maintained status and who has a compelling academic, medical or other reason for not completing the educational program by the completion date on the I-20 is eligible for a program extension. A “compelling reason” may include such things as a change of major or research topic, unexpected research problems, or a documented illness, which has interfered with full-time study. Academic suspension and probation are not considered acceptable reasons for a program extension.

### **Online classes for International students:**

No international student who is in the country will be allowed to take an online class or classes for any program who is not enrolled in at least half of their full time requirement in class room settings.

### **Full time Status:**

#### Eligibility:

Only in the situations listed below are students enrolled in less than a full course of study considered to be maintaining status:

Illness/medical condition documented and required by a licensed medical doctor, doctor of osteopathy or a licensed clinical psychologist for a specific period of time. Initial difficulty with the English language within the first semester to one (1) year of study in the U.S. This option is only available during the first semester of attendance in the U.S. Initial difficulty with reading requirements within the first semester to one (1) year of study in the U.S.

1. Unfamiliarity with U.S. teaching methods within the first semester to one (1) year of study in the U.S.
2. Improper course level placement by recommendation of a MNU academic advisor.
3. Academic advisor and approved by the PDSO/DSO before the official 20th day of classes.

#### Limitations:

1. Students must be authorized for a reduced course load prior to dropping below a full course of study. Dropping enrollment below a full course of study before approval from the PDSO/DSO will place an F-1 student out of status.
2. The maximum duration of an authorization to drop below full course load for F-1 students for:
  - Academic difficulty is a maximum of one (1) semester at the associate program level.

- Initial difficulty with English to complete a course of study within the current term as documented, recommended by a MNU language professor, is a maximum of one (1) semester.
3. The student must continue to attend classes toward his or her degree.
  4. This option is only available during the first semester of attendance in the U.S.
    - Medical reasons are an aggregate of twelve (12) months per academic level of study.
  5. Students may request a maximum of one (1) semester at a time by submitting this form.
  6. If a student requires a second RCL, he/she must submit a second Request for Less Than Full-Time Enrollment form prior to payment deadline of the semester in which student is requesting the RCL.
  7. “Imminent danger of failing a class” is not a permissible reason for authorizing a reduced course load.
  8. Students authorized for medical leave of absence may not be eligible for employment while on medical leave if the problems they are experiencing severe enough to interfere with studies.

#### *Form Completion Instructions and Processing*

##### Information:

1. Complete the Student Information Section. Your SEVIS identification number must be written in Part I of this form or processing of your request will be delayed.
2. If Section II will be completed by your medical provider, he/she is to fax the form directly to the International and Immigrant Student Services office at 913-971-3481 and return the original to you to submit to the International and Immigrant Student Services office in Campus Center.

##### Medical Providers:

1. Complete the Medical Provider Statement Section.
2. Fax the form to 913-971-3481.
3. Return the original form to the student to be submitted to the MNU International and Immigrant Student Services office.

# Academic Policies

## STUDENT RESPONSIBILITY

The administration and faculty of MidAmerica Nazarene University attempt to outline clearly and advise consistently concerning requirements for graduation and the student's progress in meeting these requirements. Part of the student's personal development, however, is the recognition and acceptance of responsibility in meeting all graduation requirements. **The student is expected to take the initiative and to follow through in the completion of all requirements and details of his/her academic program.**

## ACADEMIC LOAD

Credits earned at MidAmerica Nazarene University are granted by the semester hour. Professional students must enroll in a minimum of 12 semester hours per term to be considered full-time students. Graduate Students must enroll in a minimum of 6 semester hours to be considered full time students.

## GRADING SYSTEM

The academic work of the student is graded in accordance with the system listed below.

Grade	Grade Points
A	4.0
A-	3.7
B+	3.3
B	3.0
B-	2.7
C+	2.3
C	2.0
C-	1.7
D+	1.3
D	1.0
D-	0.7
F	0.0
P	0.0
NC	0.0
INC	0.0
CR	0.0
W	0.0
AU	0.0
Y	0.0
X	0.0
IP	0.0

Graduate students must maintain a minimum cumulative 3.0 GPA.

Professional Undergraduate students must maintain a cumulative GPA of 2.0 in the major unless a higher GPA is required by their academic department. Education programs, for example, require a cumulative GPA of 2.75 for education majors.

A grade of “F” indicates failure and necessitates a satisfactory repetition of the course before credit can be granted. A student repeating a course will be charged at the current tuition rate.

“P” or “NC” is used when a student is permitted to take a course on a pass/no-credit basis. “NC” necessitates repetition of the course. A grade of “W” is recorded when a student has withdrawn prior to the published deadline.

A grade of “INC” indicates incomplete work. It is not given except to indicate that some part of the work, for good reason, has not been done, while the rest has been completed satisfactorily. The grade of “INC” must be submitted with a justification of the “INC,” an explanation of the work to be completed, a deadline to complete the work not to exceed six weeks, the alternate grade to be recorded if the work is not completed within the time allotted, and the signatures of the student, instructor and the department chairman. The grade of “INC” must be removed within the time specified by the instructor which cannot exceed six weeks from the last day of the final examination period. If no other grade has been assigned by the professor, the “INC” will be changed automatically to the alternate grade at the time specified by the instructor.

A grade of “IP” indicates in progress work for internships, practicums, recitals, or a research course. It is not given except to indicate that some part of the work, for good reason, has not been completed, while the rest has been completed satisfactorily. The “IP” grade must be submitted with a justification, an explanation of the work to be completed, and a deadline to complete the work within six months. An alternate grade must also be submitted.

The grade point average of a student is determined by dividing the total number of grade points earned in any term by the total number of semester hours attempted in the academic load, excluding neutral (non-graded) credits.

## **SPECIAL ACADEMIC FEATURES**

### **DIRECTED STUDY**

A directed study course is one designed by the Instructor for the needs of a particular student or for use when, because of extreme hardship, a student is unable to take a particular class when offered. A directed study course may carry an \$80 fee. Not all directed studies carry these fees.

Requirements for enrollment in a directed study course:

1. Minimum cumulative GPA of 2.5 for professional students and 3.5 for graduate students.
2. Limitation: a maximum of six (6) semester hours in directed studies may be taken during a professional or graduate program. This limit does not include internship and travel credit.
3. A directed study course is open only to students who have successfully completed at least six (6) professional or graduate hours at MNU.
4. The student must be enrolled in a professional or graduate degree program at MidAmerica Nazarene University.
5. Registration: Enrollment in a directed study course requires a completed and approved application, a syllabus, and must be submitted during the regular pre-registration or registration period to the Office of the Registrar.

## ADVANCED STANDING

The University grants a maximum of 34 hours in all Advanced Standing programs. Credit granted by other institutions for any advanced placement will not be considered for transfer. Scores or documentation of credit should be submitted for evaluation and applicable fees. Advanced Standing credit is only granted to degree seeking students.

## THE COLLEGE LEVEL EXAMINATION PROGRAM (CLEP)

The CLEP Test may be used to establish credit and advanced standing for professional programs only. The University advises first-time freshmen ranking 24 and above in ACT sub-score areas to consider taking the appropriate CLEP tests. Credit will be granted based on American Council on Education recommended standards. Credit validated by use of the CLEP does not apply toward a major or minor unless so specified by that department. In all cases, full academic credit for such work will not be granted until the student has successfully completed (2.0 GPA) at least one semester of work at MidAmerica Nazarene University. Waiver of some required courses will allow more electives for the student who has done superior work. The CLEP tests can be used to substitute for some equivalent courses at MidAmerica Nazarene University. There is a fee of \$50 per semester hour for placing CLEP credits on the college transcript. CLEP credit must be validated by official scores and transcribed by MidAmerica Nazarene University. CLEP credit is not transferable from other colleges. Scores should be submitted for evaluation and applicable fees. The following are the CLEP tests that can be accepted for consideration. A full listing of CLEP tests is maintained in the Academic Success Center.

CLEP Test	Passing Score	MNU Credit/ Equivalent	Hours Earned
Introductory Psychology	50	PSYC 1103 General Psychology	3
Human Growth & Development	50	PSYC 2513 Lifespan Development	3
College Mathematics	50	MATH 1103 Intermediate Algebra	3
College Algebra	50	MATH 1223 College Algebra	3
Precalculus	50	MATH 1355 Precalculus	3
College Composition	50	ENGL 1503 English Composition I	3
Spanish Level I	50	General Elective	8
Spanish Level I	66 or higher	General Elective	8
Introductory to Sociology	50	SOCI 1003 Introduction to Sociology	3
History of the US I	50	HIST 1203 US History to 1877	3
History of the US II	50	HIST 1303 US History from 1877	3

<b>CLEP Test</b>	<b>Passing Score</b>	<b>MNU Credit/ Equivalent</b>	<b>Hours Earned</b>
General Chemistry	50	CHEM 1104 General Chemistry I	4
General Biology	50	GNSC 1203 Principles of Biology	3
Analyzing & Interpreting	50	ENGL 2003 Introduction to Literature	3
Principles of Management	50	MGMT 3303 Introduction to Management	3
Introductory Business Law	50	MGMT 3103 & 3203 Business Law I and II	6
Principles of Marketing	50	General Elective	3
American Literature	50	ENGL 2103 American Lit. to 1860 & ENGL 2203 American Lit. from 1860	6
English Literature	50	ENGL 2303 British Lit. to 1800 & ENGL 2403 British Lit. from 1800	6
Social Sciences & History	50	General Elective	3
Calculus	50	MATH 1405 Calculus I	5
Info Systems & Computer Apps	50	INSY 2103 Computer Hardware, Software, Operating Systems, and Networking.	3
Intro to Educational Psychology	50	General Elective	3
Principles of Macroeconomics	50	ECON 2503 Principles of Macroeconomics	3
Principles of Microeconomics	50	ECON 2703 Principles of Microeconomics	3
American Government	50	POLS 1103 Introduction to Politics	3
Western Civilization I	50	Upper division History	3
Western Civilization II	50	Upper division History	3
French Language	50	General Elective	8
French Language	62 or higher	General Elective	8
German Language	50	General Elective	8
German Language	62 or higher	General Elective	8 3 (12 total)

- Students should consult with the academic advisor to determine the desirability and acceptability of CLEP credit in meeting specific degree requirements.
- Language tests receive up to 16 hours credit according to score attained.

CLEP tests and the ACT-Proficiency Examination Program (PEP) may be taken for credit toward a degree at MidAmerica Nazarene University. Credits earned through CLEP, ACT-PEP, Advanced Placement (AP), the American Council on Education (ACE) or credits granted for military experience do not satisfy residency requirements.

**ADVANCED PLACEMENT**

Students who have participated in the Advanced Placement Program, sponsored by the College Entrance Examination Board will receive college credit if they earn a score of 3, 4 or 5. **MidAmerica Nazarene University's CEEB Code Number is 6437.**

<b>AP Examination</b>	<b>MNU Credit/Equivalent</b>	<b>Hours Earned</b>
Art, History of	General Elective	6
Art, Studio: Drawing	General Elective	6
Art, Studio: General Portfolio	General Elective	6
Biology	GNSC 1203 Principles of Biology & BIOL 1114 Biology I	6
Calculus AB	MATH 1405 Calculus I	3
Calculus BC	General Elective	5
Chemistry	CHEM 1104 General Chemistry I	4
Computer Science AB	General Elective	3
Computer Science A	General Elective	3
Economics-Macro	ECON 2503 Principles of Macroeconomics	3
Economics-Micro	ECON 2703 Principles of Microeconomics	3
English Language and Composition	ENGL 1503 Composition I: Writing and Rhetoric	3
English Literature and Composition	ENGL 1503 Composition I: Writing and Rhetoric & ENGL 2003 Intro. to Lit.	6
Environmental Science	GNSC 3903 Environmental Biology	3
French Language	General Elective	8
French Literature	General Elective	6
German Language	General Elective	8
Government & Politics, American	POLS 1103 Introduction to Politics	3
Government & Politics, Comparative	General Elective	3
History, US	HIST 1203 US History to 1877 OR HIST 1303 US History Since 1877	3
History, American	General Elective	6
History, European	General Elective	6
World History	General Elective	3
Latin: Vergil	General Elective	6
Latin: Catullus & Horace	General Elective	6
Music Listening & Lit.	General Elective	6
Music Theory	General Elective	6

AP Examination	MNU Credit/Equivalent	Hours Earned
Psychology	PSYC 1103 General Psych.	3
Physics B	General Elective	6
Physics C: Mechanics	General Elective	6
Physics C: E & M	General Elective	6
Spanish Language	General Elective	8
Spanish Literature	General Elective	6
Statistics	MATH 2503 Applied Math with Statistics	3

## INTERNATIONAL BACCALAUREATE DEGREE

International Baccalaureate Degree (IB) Higher level courses will be honored by MNU for Advanced Placement Credit for scores of 5, 6, or 7. Each Department in cooperation with the areas in each Department, will decide how much credit is to be given and which MNU courses are equivalent.

No credit may be given for non-diploma Standard level courses unless acted upon by the Department and the area within the Department that is responsible.

Advanced Placement Credit may be earned for up to and including 34 semester hours of course work. IB credit will be counted within these 34 semester hours, not in addition to them.

## PRIOR-LEARNING ASSESSMENT

MidAmerica Nazarene University recognizes that college-level learning occurs in environments in and beyond the classroom. The University follows the guidelines established by the American Council on Education (ACE) and may award a maximum of 34 hours for validated prior learning. Credit is validated through review by faculty in the subject area applying national standards established by ACE. Prior-learning credit may include credit for military training, credit by examination (including CLEP and similar examination programs approved by ACE), credit for business, professional, labor, government, and voluntary organizations' courses if recommended by ACE, and evaluation of portfolio credentials. Prior-Learning Assessment credits are neutral credits and will not count towards graduation honors. For further information about prior-learning assessment, contact the Office of the Registrar.

## MILITARY CREDIT POLICY

Credit for military training and experience is based on the American Council on Education (ACE) recommendations. In order to award credit for basic training, the DD-214 should be presented to the appropriate office. If the DD-214 is unavailable, other documentation of completion of basic training can be presented and the Registrar, in consultation with the Admissions Office of each program, will determine if the documentation is sufficient to award credit. All other military credit will be granted based on a Joint Services transcript or an AARTS, SMART, College of the Air Force, or Coast Guard Institute transcript. No

advanced placement fee will be charged for credit awarded from basic training. A minimum of four (4) hours will be accepted depending on the official military transcript. The student must request an official transcript to be sent directly to MidAmerica Nazarene University. Credit awarded for basic training meets the physical education requirement in MNU's general education program. Information about ACE recommended credit for military training can also be found [acenet.edu](http://acenet.edu). Students may request their joint services transcript through the joint services transcript service at [military.com/education/timesaving-programs](http://military.com/education/timesaving-programs).

## ASSIGNMENT OF CREDIT HOURS

At MidAmerica Nazarene University (MNU), the assignment of credit hours conforms to commonly accepted practices in higher education. The credit hour is a unit of measure for academic achievement in higher education. The credit hour is foundational to academic credentialing. For example, to earn a bachelor's degree from MidAmerica Nazarene University (MNU), a student must complete at least 120 to 126 credit hours, as required by the specific program and detailed in the Catalog. At MNU, academic credit is always associated with courses of study, with a group of associated courses making up a coherent curriculum of study. MNU credit may be awarded for courses that are transferred in, for competencies demonstrated through examination, or for knowledge and skills acquired through life and work experience, but such credit is always accounted for as prior completion of work in a particular discipline.

The credit hour is also a unit of measure for the awarding of federal financial aid. At MNU, a credit hour is an amount of work represented in intended learning outcomes and verified by evidence of student achievement that is established as equivalent to, or reasonably approximates, one of the following:

- (1) one-hour of classroom or direct faculty instruction for approximately fifteen weeks for one semester hour of credit, or the equivalent amount of work over a different amount of time; OR
- (2) at least an equivalent amount of work as required in paragraph (1) of this definition for other instructional activities as established by MNU faculty, including laboratory work, internships, practicums, studio work, directed studies, and other academic work leading toward the award of credit hours; OR
- (3) at least an equivalent amount of work as required in paragraph (1) of this definition for out-of-class instructional activities such as those listed in the Instructional Activities Inventory approved by MNU faculty; OR
- (4) when feasible, passing scores on standardized testing instruments that will document equivalent student learning across similar programs or courses with differing credit hour allocations.

MNU awards academic credit in accord with the federal definition of the credit hour. For term courses that follow the traditional academic calendar, the amount of direct faculty instruction conforms to paragraph (1) above. Courses that include practicums and internships include less direct faculty instruction but more out-of-class student work with the total student investment of labor conforming to paragraph (2) above. Non-term courses that have shorter- than-traditional durations on the calendar may include the same amount of in-class faculty instruction and out-of-class instructional activities shortened into fewer days, or may have fewer hours of in-class faculty instruction with greater investment in out-of-class instructional activities, or may have asynchronous contact between faculty and students as in online courses, as noted in paragraph (3) above.

The actual award of credit shall be by registration on an official transcript by the MNU registrar based solely upon student performance in classes documented in the course catalog of MNU. Integrity in the awarding of academic credit is assured through the process by which courses are added to the university catalog. The academic department that is sponsoring the new course provides a description of the intended learning outcomes for the course and a justification for the amount of credit requested for the course. The justification includes the listing of in-class and out-of-class instructional activities that occur and these are listed as part of the syllabus for the course. The Curriculum Committee (or equivalent) and the Academic Affairs Committee (or equivalent) and/or the Faculty Assembly of the appropriate principal academic unit (college or school) of the university either certifies the amount of credit to be awarded for the course or requires adjustment to either the intended learning outcomes or the amount of credit to be awarded until the credit assignment is appropriate to the intended learning outcomes and the anticipated instructional activities.

## PROFESSIONAL UNDERGRADUATE TRANSFER CREDIT

**MNU Students:** Students, once they have matriculated at MNU, can request that a degree requirement be scheduled for completion at another institution (within residency requirements). A student who desires to have academic work transferred from another institution will be considered a transient student and must have the work approved in advance by the area coordinator and department chair, the student's advisor, and the Registrar at MNU. It is the responsibility of the student to ensure that official transcripts from the other institutions are forwarded to the Registrar at MNU within six weeks after completion of the course.

If a matriculated student sits out 45 days, that student must be readmitted to the University under the Readmission Process. If academic work was completed at another institution, the student will be considered a transfer student and the policy for transfer students will apply to their academic work.

### Course Transfer Guidelines

1. Submit official transcripts for post graduate coursework for review. An inclusion of a syllabus may also be required
2. Requests for course transfer credit will be reviewed by the Program Director and are determined on a case by case basis
3. Transfer credits are limited to 6 credit hours for post-graduate business programs and 9 credits for post-graduate nursing programs

**Transfer Students:** MNU welcomes transfer students. Students should be aware that degree requirements vary from institution to institution. If considering a transfer to MNU, the student should examine the academic program requirements early in the college experience to begin making transfer plans in advance. Students with transcripts from outside the United States must have their transcript(s) evaluated by an approved evaluation service (see International Student section for details).

Prior to the beginning of the semester in which the student enrolls, official transcripts for ALL institutions previously attended must be submitted to the MNU Office of Admissions for evaluation. Violation of this requirement will place the student in jeopardy of dismissal.

Evaluations are not made until all official transcripts have been received. At the latest, the official evaluation occurs by the end of the first semester of attendance. All contents of the student's admission file become the legal property of the University and are not returnable or transferable.

**Evaluation Guidelines:** The following guidelines are used in evaluating academic work from other institutions for transfer credit:

1. Transfer courses are accepted from two- and four-year institutions accredited by a regional association or from non-regionally accredited institutions on a case-by-case basis.
2. To be accepted for credit, each course must be judged comparable in terms of content and quality to a course in the curriculum at MNU or it must be judged to be consistent with the liberal arts and science curriculum and of a quality comparable to that expected of courses at MNU.
3. All course work taken at other institutions for which MNU receives a transcript will be evaluated for transfer credit, and if acceptable, will be posted to the student's record. Transfer courses will be posted at the same level they were taken at. MidAmerica Nazarene University only accepts courses equivalent or comparable to those offered at MNU. Students may, in some cases, be permitted to pass a competency exam to demonstrate that a lower-division course that they are transferring to MNU was comparable in rigor to an upper-division course offered at MNU. Passing the competency exam entitles the student to enroll in another upper-division course to earn sufficient upper-division credits.

5. MNU does not generally award credit for courses deemed to have a significantly vocational slant; personal orientation or learning skills; or courses which it deems to be developmental or remedial. Credits earned at vocational or technical schools that are not regionally accredited generally do not transfer. A student may request that the content of their coursework from this type of school be reviewed and, if the credit is determined to be college-level, credit may be awarded or a specific program course requirement may be waived. The determination of the award will be decided by the content area expert in consultation with the Registrar.
6. Grades are transferred along with courses and count in the cumulative GPA.
7. Courses taken at institutions operating under a system other than semester or quarter credits will be accepted according to the conversion formula provided by those institutions. Quarter credits are converted by dividing by 1.5. Semester credits taken elsewhere transfer to MNU as semester credits, equivalent to MNU semester hours.
8. If the student does not agree with an evaluation decision, the student is responsible to submit a request for review of the decision. An explanation of the requested change, a rationale for the request, a course description from the transfer college and a copy of the syllabus MUST accompany the request for review. A student who desires a review must have the work evaluated by the appropriate area coordinator and department chair, the student's advisor, and the Registrar at MNU.
9. If the student wants a transfer course to apply towards a specific course requirement in general education or the major, the student must submit a request to the MNU Registrar. The request should include a copy of the course description from the transfer college catalog and a syllabus. The request will be reviewed by the appropriate area coordinator and department chair, the student's advisor, and the Registrar at MNU.
10. MNU maintains several articulation agreements with area colleges and universities. These agreements allow student to automatically transfer courses from participating institutions once an official transcript is received in the Registrar's Office. Transfer students should consult these agreements prior to completing paperwork.

## **GRADUATE TRANSFER CREDIT**

Students from regionally accredited graduate programs are welcome to apply as transfer students. A maximum of twelve graduate credit hours may be accepted toward a graduate degree. Please note: Some graduate programs at MNU will accept fewer than twelve graduate courses--Please consult program handbooks for specific details. The course(s) for which transfer credit hours are requested must be judged comparable in terms of content and quality to the applicable MNU graduate course. Requests for transfer credit are reviewed following the appropriate program process.

## ACADEMIC INTEGRITY

MidAmerica Nazarene University expects its students, faculty, and staff to be honest and to have the highest personal integrity. This standard should govern relationships and behavior in the residence living areas, classrooms, chapel, and other campus entities. As a Christian community, faculty, staff, and students have a moral and ethical responsibility to uphold the principle of honesty, and to refrain from any activity or behavior that would suggest academic dishonesty and lack of personal integrity. Dishonesty is defined as a misrepresentation of facts to slant consequences in one's favor, minimize one's workload, or make untruthful claims to benefit oneself or others. Failures in academic integrity may occur in attendance fraud, cheating, plagiarism, and fabrication. The following sections list examples of dishonesty related to academic integrity. However, the list is not exhaustive.

### **DEFINITIONS AND EXAMPLES**

#### ***1. Attendance Fraud***

Based upon the University's view of integrity, a misrepresentation of one's attendance at a required campus event (e.g., class, chapel, etc.) is a breach of academic integrity and is considered attendance fraud. Specifically, attendance fraud includes:

- a. Writing another student's name or I.D. number on an attendance sheet;
- b. Asking or permitting another student to write one's own name or I.D. number on an attendance sheet;
- c. Writing one's own name or I.D. number on an attendance sheet and leaving the activity before it is formally dismissed;
- d. Making a false or misleading statement to an instructor as an excuse for
- e. missing class;
- f. Altering or forging a document submitted to an instructor from a physician, nurse, or University official as an excuse for missing class; or
- g. Providing false information on a time record about the amount of time worked.

#### ***2. Cheating***

Students who cheat misrepresent their own legitimate effort on an assignment (including but not limited to projects, papers, tests, labs, recitals, reading requirements, practice hours, practica, etc.). Cheating is also the representation of someone else's work as one's own.

Specifically, cheating includes the unauthorized:

- a. Entry of a faculty or secretarial office in search of examination-related material;
- b. Use of materials from a faculty or secretarial office to prepare for an examination;
- c. Discussion of any part of an examination by a person who has not completed the exam with any person who has already completed the examination;
- d. Presentation of a fraudulent excuse to seek permission to take an examination at a different time than the scheduled time;
- e. Possession of a copy of an examination;
- f. Assistance to or from another student during an examination;
- g. Looking at or attempting to look at another student's paper during an examination;
- h. Use of unauthorized written materials during an examination;
- i. Use of any electronic device, pre-programmed or otherwise, during an exam; or
- j. Collaboration with another person to complete a project or homework assignment.

The operating principle for a student is this: when in doubt, the student should assume that no questionable activity is permitted unless the faculty member explicitly approves it. It is the student's responsibility to ask the faculty member which activities are authorized and permitted in each course.

#### ***3. Plagiarism***

Academic integrity requires that one acknowledge ideas and expressions borrowed from others. Plagiarism is a special form of academic dishonesty in which writers or speakers fail to acknowledge the source of ideas, or portray someone else's work as one's own.

Plagiarism includes:

- a. Copying another student's work on an assignment (e.g., daily written work, a speech, term paper, workbook, etc.);
- b. Unauthorized accessing and/or copying another person's computer file(s);
- c. Submitting written work or oral work purchased from commercial sources (e.g., "mail order" or online term papers) or submitting work based upon information purchased from such sources;
- d. Submitting written or oral work as one's own when prepared by another person, whether for money or favor; or
- e. Unacknowledged quotation from a published work.

In the academic community, there is variation in how often and to what degree the sources of ideas need to be cited. Faculty members can provide guidelines within academic disciplines. When the work depends upon the contributions of others, the basic principle to be following is to acknowledge one's indebtedness to them.

## **ACADEMIC REGULATIONS**

### **APPLICABLE CATALOG**

Students graduate under the degree program requirements of the Catalog in effect at the time of matriculation, provided they graduate within the designated time frame of their program. The professional and graduate programs at MNU have varying time lengths due to the nature of the particular programs. After this stated time period or six years (whichever is earliest) has lapsed, the student must graduate under the current Catalog. Program additions or deletions required by outside agencies apply as soon as they are approved. Degree requirements from more than one Catalog may not be combined. Academic or non-academic regulations other than academic program requirements apply to all students as soon as they are adopted by the University or published in the Catalog. Students may to choose a more recent Catalog subject to completion of ALL requirements in the more recent Catalog.

### **AUDITING CLASSES**

Some programs at MNU, upon payment of the fee, may allow qualified students to audit a class on a space available basis. Interested students should contact individual department chairs for permission to audit a class.

### **CLASS ATTENDANCE**

Students are expected to attend all class sessions except for serious illness or because of other unavoidable circumstances. Students are responsible to the instructor to see that course requirements are met. Instructors are required to include any requirements for attendance in the course syllabus; excessive absences under instructor policies may result in grade reduction. Students needing to miss classes should follow instructor policies regarding notifying instructors of absences and related arrangements.

### **CHANGES IN REGISTRATION**

Care should be exercised in the choice of courses so that changes will not be necessary after registration has been completed. Any changes made after registration has been completed must be processed officially in the Office of the Registrar. For any change made after the stated deadline, except in cases made necessary by faculty action, a fee is charged.

### **LATE REGISTRATION**

All students are expected to complete the enrollment process with all offices, including the Student Account Office, by the first day of class.

## **TRANSCRIPTS**

Official transcripts are released only if all holds and financial obligations are satisfied and the student has requested the transcript through the online ordering system.

## **WITHDRAWAL FROM THE UNIVERSITY**

**OFFICIAL WITHDRAWAL:** Students who find it necessary to withdraw from the University before the close of the term must complete the online withdrawal forms with the appropriate program advisor/staff. The form is then sent to Student Success, Office of the Registrar, the Financial Aid Office and the Cashier's Office. Please note that withdrawal may affect financial aid.

The effective date of the withdrawal will be the date on which the appropriate department office is formally notified in writing by the student using the online withdrawal form of his/her intention to withdraw. The student will be placed on inactive status. Requests for return to active status (re-enrollment) should be filled out using the online readmission form. Please see appropriate professional and graduate program handbook for specific processes for re-enrollment

Upon notification by the student to the appropriate graduate program personnel, the refund schedule for that program will be implemented. The refund schedule applies from the date of student notification, NOT the date of last attendance.

## **ADMINISTRATIVE WITHDRAWAL**

If a student leaves the institution without notification, the institution may administratively withdraw the student from school. An administrative withdrawal may occur when a student has failed to attend any classes for the specified amount of time found in the appropriate professional and graduate program handbook. Professors will notify the appropriate program staff of the absences. The program advisor/ staff will fill out the withdrawal form and the form will be sent to the Office of the Registrar, the Financial Aid Office and the Cashier's Office

## **WITHDRAWAL FROM A COURSE**

Students may withdraw from a course with a "W" provided they withdraw prior to the date specified in the appropriate professional and graduate program handbook, not to extend beyond the last date of the course. Students who find it necessary to withdraw from a course must contact their appropriate program advisor/staff in writing to withdraw from a course.

## **ACADEMIC PROBATION AND INELIGIBILITY**

For continued enrollment at MidAmerica Nazarene University, the student is required to maintain satisfactory progress toward an educational objective. The University recognizes two measures of progress:

1. The grade point average for the last semester in which the student has been enrolled;
2. The cumulative grade point average for all college work that has been attempted by the student.

Each academic program specifies the minimum academic progress necessary for continued enrollment in the program in its student handbook.

## GRADE CHANGES AND GRADE APPEALS

Grade changes made for extra credit after the course is completed are inappropriate for the college level. However, there are circumstances within which it may be appropriate to change the grade awarded for a course. Those circumstances are very limited and specific. Instructors may change course grades when consultation with the student convinces the instructor that the submitted grade was not an accurate reflection of the student's mastery of the subject; or when, after consultation with the student, the appropriate department chair or school dean recommends reconsideration.

Students may appeal a course grade only after attempting to resolve the disputed grade, first by consultation with the faculty member involved and, if necessary, by consultation with the appropriate department chair and school dean.

If these consultations fail to resolve the problem, the student may file a formal petition with the Vice-Provost, who will appoint an Appeals Committee for each individual case. The Committee, which consists of two (2) faculty members and one (1) student, is empowered to summon evidence pertinent to the appeal and to question persons involved. The Appeals Committee guarantees the right of both the student and the faculty member to hear all evidence and receive copies of all written statements submitted as part of the appeal. In appeals of grades the burden of proof lies with the student filing the appeal to demonstrate that the grade is clearly unfair in the context of the course.

After examination of the evidence, the Appeals Committee will vote whether to sustain the grade or recommend to the instructor that a change of grade be made. In arriving at its decision, the Committee should not make judgments regarding the severity of an instructor's rules. The Committee should, however, have the right to make judgments regarding the manner in which an instructor applies his/her rules, taking into consideration such issues as fairness, consistency, and the communication of standards.

## IMPORTANT DEADLINES

Written appeals at the academic school level must be initiated with the Department Chair no later than 6 weeks after final course grades have been posted. Written appeals to the Dean (and University Appeals Committee) must be made within 7 working days after the final decision of the academic school. The entire grievance process must be completed no later than 12 weeks after final course grades have been issued. Untimely grade grievances will not be considered.

## ACADEMIC (NON-GRADE) GRIEVANCE

If a professional or graduate student deems it appropriate to appeal an academic decision (for example - probation from an academic program, dismissal from an academic program, academic integrity decision, etc.), the student must communicate and seek to resolve the situation with the professor concerned. If the student does not accept the resolution proposed by the professor, an appeal may be made in writing to the Department Chair. Grievance forms are available in the individual departments and the Registrar's Office. The written appeal must specify both the complaint and the action requested.

If the student does not accept the resolution proposed by the Department Chair, the student may advance their grievance to the School Dean within three (3) working days who will review the petition and discuss the matter with the Department Chair. The Dean will then make a recommendation. If the student does not accept the recommendation, the student may advance his or her appeal within three (3) working days to the Provost who will convene a university appeals committee.

The Committee, appointed by the Provost, shall consist of two (2) faculty members not assigned to the academic school and one (1) student. The committee may at its discretion summon evidence pertinent to the appeal and question persons involved. The committee will provide a hearing for the student and/or faculty member to present their position and evidence. Neither student nor faculty is allowed to bring in attorneys or outside persons or counsel.

The burden of proof lies with the student filing the appeal to demonstrate that the academic decision made was clearly unfair. A written summary of the proceedings and of the rationale for the decision shall be provided to the grievant, the person alleged to be the offender, the department chair, the Dean and the Provost.

### **ACADEMIC EXCEPTIONS COMMITTEE**

Students who wish to petition for an exception from an academic regulation or policy of MidAmerica Nazarene University may file an Academic Exceptions petition with the Registrar. Supporting recommendations from faculty or other sources, as well as evidence of mitigating circumstances, may be submitted with the petition. The Registrar distributes the request, and supporting documentation if needed, to the Academic Exceptions Committee.

### **GRADUATION CLEARANCE**

Each candidate for a degree is responsible for meeting all requirements for graduation and applying for graduation during the penultimate term of the year of graduation. The academic department approves the courses designed to meet academic degrees and programs. The Office of the Registrar reviews all other requirements, including semester-hour totals and minimum GPA.

All requirements for each degree and program including standardized assessment exams must be met while earning a degree and prior to the conferral date of that degree.

1. All degree requirements for specific programs as listed in the Professional & Graduate Catalog must be met
2. All financial obligations must be satisfied in the Student Accounts/Cashiers Office
3. Clearance must be obtained by each prospective graduate by the administrative offices, including the library, and the Office of the Registrar
4. Any “incompletes” in courses to be counted toward graduation requirements must be cleared one month prior to graduation
5. Participation in commencement is open to candidates who are completing, have, or will have completed all requirements prior to the end of the summer term or who meet the academic department’s criteria for participating in graduation

Students who fail to complete graduation requirements during the expected time must contact the Office of the Registrar as to plans for completion. The conferral date for the degree will change depending on when requirements are completed. If the student waits beyond the applicable catalog policy to complete requirements, the student must meet the requirements for graduation in the current catalog.

### **PROFESSIONAL UNDERGRADUATE GRADUATION HONORS**

Summa Cum Laude is granted to graduating seniors with a cumulative grade-point average of at least 3.90, Magna Cum Laude to those with a 3.70 to 3.89, and Cum Laude to students who have earned a cumulative grade-point average of 3.50 to 3.69 through the penultimate semester of their college career. To be eligible for this honor, the student must apply for graduation by the published deadline. Students may earn a maximum of 42 neutral credits to be eligible for graduation honors.

# Finances

## FINANCIAL ARRANGEMENTS

The overall cost of attending MidAmerica Nazarene University is less than most other private colleges and universities. The Vice President for Finance seeks the cooperation of students in working out the necessary financial arrangements for keeping current in the responsibilities for their student account.

While many professional students pay the full amount of university costs at the time of registration each term, payment plans are available if a student is unable to pay all costs at registration.

**Payment Plans:** Payments may be made by course or monthly payments may be arranged by contacting the Student Accounts Office at (913) 971-3504.

Other policies are also in effect:

1. Transcripts will not be released until all accounts have been paid in full and University administered loan payments are current. When clearing a past-due student account to receive a transcript, payment must be made by cashier's check, credit card or personal money order if immediate clearance is needed. If payment is made by personal check, a waiting period of 15 days is necessary for the check to clear the bank.
2. Graduating students must have their accounts paid in full before participating in graduation exercises, receiving diplomas and official transcripts.
3. All financial aid must be applied to the account balance before the student receives credit balances.
4. Cash refunds can only be created by outside funded scholarships, loans, grants, or payments.
5. Books and supplies cannot be charged on the student account unless using a voucher approved by Student Financial Aid Services. See the Office of Student Financial Aid Services for more information.

## TUITION AND FEES

Costs for professional & graduate programs are determined each year and include tuition and fees. Please examine the appropriate program Handbook for the current tuition costs. You can also contact the Professional and Graduate Studies Admissions office at 913-971-3877

## REFUND SCHEDULE

Upon notification by the student to the appropriate professional program personnel, the refund schedule for that program will be implemented. The refund schedule applies from the date of student notification, NOT the date of last attendance.

## FEDERAL TITLE IV REFUND POLICY

These refund policies conform to the requirements of the Higher Education Act Amendments of 1998. Based on the federal calculation (Return to Title IV), the unearned percentage of aid received for the semester must be returned if the student withdrawal is prior to the 60% completion time of the payment period. The federal refund is calculated using the last date of attendance.

## STUDENT FINANCIAL AID SERVICES

MidAmerica Nazarene University offers a limited range of financial assistance in the form of grants and loans to as many professional students as its own and federal funds allow.

For families not eligible for grants and loans, alternative sources to help meet the cost of college are sought. In addition, manageable payment plans are offered by MNU. The Office of Student Financial Aid Services seeks to help students determine their resources and provide sufficient financial aid to meet needs. Students should seek the assistance of the office before they experience financial difficulty.

## QUALIFYING FOR FINANCIAL AID

Most students attending MNU qualify for some form of financial aid. The majority of financial aid at MidAmerica is awarded based on a student's financial need. Financial need is the student's cost of education minus the family contribution. Family contribution is derived from the financial figures declared on the Free Application for Federal Student Aid (FAFSA). Based on the financial figures and a formula set by the Department of Education, an Expected Family Contribution (EFC) is assigned to each family. The student's financial need determines whether he/she will be eligible for grants or loans or a combination of both.

## APPLYING FOR FINANCIAL AID

The process for making application for financial aid is as follows:

1. Complete the Free Application for Federal Aid (FAFSA) information for the appropriate year at [fafsa.ed.gov](http://fafsa.ed.gov). Contact Student Financial Aid Services to determine which FAFSA year to use. It will be based on the date your program begins. If you have not created a new FAFSA ID (replaces the Federal PIN system), you can select "Create an FSA ID" from the FAFSA page to electronically sign your FAFSA.
2. Send FAFSA results to MNU by entering the MNU Federal School Code 007032 on your FAFSA.
3. Respond to instructional emails sent to the email address on your FAFSA.
4. You must be admitted to MidAmerica Nazarene University as a degree-seeking student in order to receive a financial aid award.
5. Accept/Decline/Modify each individual offered award online and complete all requirements listed on your Self-Service Banner account. Instructions will be in the email sent to you.
6. All financial aid forms and requirements must be complete prior to starting your program. If not, you may be required to make a down payment at convocation or the first night of class, whichever is earlier.
7. Contact Student Financial Aid Services at 913-971-3298, or [finaid@mnu.edu](mailto:finaid@mnu.edu) with your anticipated program start date if you have not applied for admission when completing the FAFSA.

General Information for all Professional and Graduate Studies Students:

- The FAFSA applies to the fall, spring, and summer terms for an aid year. Typically, the student will be required to complete two or more different aid year FAFSAs during the course of a program.
- Graduate students must be enrolled for a minimum of 3 hours per term to be eligible for financial aid.
- Undergraduate students must be enrolled for a minimum of 6 hours per term to be eligible for financial aid. These classes need not be in the same module, but must be within the same term.

- MNU is a member of the National Student Loan Clearinghouse, to which enrollment information is reported on the 10th of each month. In most cases, the student will not need to complete a student deferment form.
- After the first term of enrollment, both undergraduate and graduate students must maintain Satisfactory Academic Progress (SAP), which is explained later in this section.
- All records are held in strict confidence. No file is available for public use unless authorization is received in writing from the student.

## **FINANCIAL AID PROGRAM AVAILABLE**

### **Federal Aid**

Students who have already obtained their first bachelor degree are eligible for student loans (Federal Direct Stafford Loans), but not for federal and state grants. Graduate Students are only eligible for Federal Direct Unsubsidized Loans. Students in default on previous student loans are not eligible for federal financial aid.

Federal Pell Grant – Awarded to students seeking their first bachelor’s degree who demonstrate a high financial need. Students must be full-time to receive their full Pell grant award but may receive a pro-rated amount if part-time.

Federal Direct Subsidized Stafford Loan – Awarded to students who demonstrate financial need. A student must be enrolled at least half-time to be eligible. The interest is subsidized by the Department of Education while the student is enrolled at least half-time. Maximum award amounts vary by financial need and federally mandated grade level maximums. Repayment begins six months after a student graduates or ceases to be enrolled at least half-time. A minimum payment of \$50 per month is required but payments are based on the amount of loan borrowed and are generally higher. Standard repayment terms are based on a 10-year repayment plan.

Federal Direct Unsubsidized Stafford Loan – Available to students regardless of need. A student must be enrolled at least half-time to be eligible. Interest accrues and is calculated only on paid disbursements. Interest payments while enrolled as a half-time or greater student are optional. Maximum award amounts vary by dependency status, any Federal Subsidized Stafford Loan received during the aid year, and grade level maximums set to Federal Regulations. Repayment begins six months after a student graduates or ceases to be enrolled at least half-time. A minimum payment of \$50 per month is required but payments are based on the amount of loan borrowed and are generally higher. Standard repayment terms are based on a 10-year repayment plan.

Federal PLUS – Available to Graduate Students and parents of dependent Undergraduate Students regardless of income. A parent or graduate/professional student with an adverse credit history is prohibited from borrowing. Borrowing is limited to the difference of the cost of education minus the student’s financial aid for the aid year. Repayment is generally required once the loan is fully disbursed, but borrowers may request in-school forbearance to delay the start of payments. To receive a Federal PLUS, the student must be enrolled at least half-time. Minimum payments start at \$50 and may be higher based on the outstanding amount owed. Interest accrues on any amounts disbursed and continues until the loan is paid in full.

Federal TEACH Grant – Through the College Cost Reduction and Access Act of 2007, Congress created the Teacher Education Assistance for College and Higher Education (TEACH) Grant Program that provides grants of up to \$4,000 per year to full-time students from low-income families. Professional/Graduate students may be eligible for a maximum of

\$8,000 lifetime limit. Undergraduate students may be eligible for a maximum lifetime limit of \$16,000.

To receive a Federal TEACH Grant you must meet the following criteria:

- Complete the Free Application for Federal Student Aid (FAFSA), although you do not have to demonstrate financial need.
- Be a U.S. citizen or eligible non-citizen.
- Be enrolled in coursework that is necessary to begin a career in teaching or plan to complete such coursework.
- Meet certain academic achievement requirements:
  1. Scoring above the 75th percentile on a college admission test(s): ACT, SAT or GRE or
  2. Graduate from high school (or transfer to MNU) with a cumulative GPA of at least 3.25 on a 4.0 scale. This cumulative GPA must be maintained throughout the academic program for which you are awarded the Federal TEACH Grant.
  3. Professional/Graduate students must have a 3.25 GPA from their undergraduate program. This cumulative GPA (both graduate and undergraduate), must be maintained throughout the academic program for which you are awarded the Federal TEACH Grant.
- Complete TEACH Grant counseling for each aid year found at [studentaid.ed.gov/types/grants-scholarships/teach](http://studentaid.ed.gov/types/grants-scholarships/teach).
- Sign a TEACH Grant Agreement to Serve each year.

In exchange for receiving a TEACH Grant, you must agree to serve as a full-time teacher in a high need field in an elementary or secondary school that serves low-income students. As a recipient of a TEACH Grant, you must teach for at least four academic years within eight calendar years of completing the program of study for which you received a TEACH Grant. You must be a highly-qualified, full-time teacher as defined by the U.S. Department of Education. A full-time teacher of a high-need field is one who spends the majority (at least 51%) of time teaching in one of the high-need subject areas. Most elementary teachers will not be eligible due to this 51% requirement. Schools serving low-income students include any elementary or secondary school that is listed in the Department of Education's Annual Directory of Designated Low-Income Schools for Teacher Cancellation Benefits. The directory may be found at [studentloans.gov/myDirectLoan/tcli.action](http://studentloans.gov/myDirectLoan/tcli.action).

**IMPORTANT:** If you fail to complete this service obligation, all amounts of TEACH Grants that you received will be converted to a Federal Direct Unsubsidized Stafford Loan. You must then repay this loan to the U.S. Department of Education. You will be charged interest from the date the grant(s) was disbursed.

Mid America Nazarene University Designated Programs

**Graduate:**

- MED with Emphasis in ESOL
- MED in Technology Enhanced Teaching
- MED with Emphasis in Reading Specialist

**Undergraduate:**

- Elementary Education

## Disbursement of Funds

All financial aid is placed on the student's account in two disbursements (this includes the Federal PLUS). The estimated disbursement dates are set to begin approximately three (3) weeks for graduate and two (2) weeks for undergraduates after the start of each payment period or term. First-time MNU students will not receive a financial aid disbursement until all financial aid and admissions requirements are satisfied.

## SATISFACTORY ACADEMIC PROGRESS (SAP)

In order to receive federal and state financial aid, students must demonstrate clear progress towards a degree, known as "Satisfactory Academic Progress." The University measures this progress, in compliance with federal regulations, by monitoring students' GPAs, the pace at which they successfully complete courses, and the length of time they take to complete their degrees. Students who fail to satisfy Satisfactory Academic Progress requirements may lose eligibility for federal and state financial aid.

Students are able to view the complete policy as well as the appeals procedure online at <http://www.mnu.edu/financial-aid.html>.

## Degree Programs

MidAmerica Nazarene University offers the Associate of Arts in Business, Bachelor of Arts in Organizational Leadership, Bachelor of Arts in Elementary Education, Bachelor of Science in Nursing, Master of Arts in Counseling, Master of Business Administration, Master of Education, Master of Science, and Master of Science in Nursing degree programs. Licensure and post-master's certificate programs are also offered in a variety of fields.

## Professional Degree Programs

### Center for Accelerated and Professional Education (CAPE)

#### Degrees

- Associate of Arts in Business (OAAB)
- Associate of Arts in Liberal Arts
- Associate of Applied Science in Software Design & Development
- Associate of Applied Science in Cyber Security

#### Certificates

- Cyber Security
- Informatics

#### Minors

- Public Administration

### Business

#### Degrees

- Bachelor of Arts in Organizational Leadership (OL)
- Bachelor of Business Administration (OBBA)

### Computer Information Systems

#### Degrees

- Bachelor of Science in Computer Information Systems

#### Minors

- Minor in Informatics
- Minor in Cyber Security

## **Education**

### **Degree**

Bachelor of Arts in Elementary Education (AEE)

### **Certificate**

Elementary Education

## **Nursing**

### **Degrees**

Accelerated Bachelor of Science in Nursing (ABSN)

Registered Nurse to Bachelor of Science in Nursing (RN-BSN)

## **Graduate Degree Programs**

### **Counseling**

#### **Degrees and Certificates**

Master of Arts in Counseling

Post-Master's Certificate in Play Therapy

Graduate Certificate in Sexual Addictions Therapy Provider

### **Business**

#### **Degrees**

Master of Business Administration

Master of Business Administration in Healthcare Management

Master of Science in Management

Master of Science in Nursing & Master of Business Administration Dual Degree Program

#### **Certificates**

Post-Master's Certificate in Healthcare Management

### **Education**

#### **Degrees**

Master of Education Reading Specialist

Master of Education with and emphasis in Technology-Enhanced Teaching

Master of Science in Instructional Design and Technology

#### **Certificates**

Graduate Certificate in Teaching Online

### **Nursing**

#### **Degree**

Registered Nurse to Master of Science in Nursing (RN-MSN)

Master of Science in Nursing with tracks in: Healthcare Administration

Nursing Education

Healthcare Quality Management Public Health

Master of Science in Nursing & Master of Business Administration Dual Degree Program (MSN/MBA)

#### **Post-Master's Certificates in:**

Healthcare Administration

Nursing Education

Healthcare Quality Management

Public Health

## **COURSE NUMBERING**

Course numbers are designed for student, faculty, and administrative use in degree programs. The first digit indicates the degree-level at which the course is normally taken. The second and third digits are used by the academic department. The fourth digit usually indicates the relative course value: a “1” designates a one-hour value, a “2” indicates a two-hour value, and a “3” means a three-hour value and so on.

Courses beginning with a “0” are considered developmental and do not meet any degree requirements but may be required for continuing further with college-level study.

Courses beginning with a “1” or “2” are considered lower division: LOWER- DIVISION  
1000--primarily open to freshmen 2000-- primarily open to sophomores

Courses beginning with a “3” or “4” are considered upper division: UPPER- DIVISION  
3000--primarily open to juniors 4000-- open to seniors

Courses beginning with a number of “5” or above are graduate level.

# **ASSOCIATE DEGREES, MINORS, & CERTIFICATES**

---

---

---

- Associate of Applied Science in Cyber Security
- Associate of Applied Science in Software Development
- Associate of Arts in Liberal Arts
- Associate of Arts in Business
- Business Administration Minor
- Public Administration Minor
- Cyber Security Minor or Certificate
- Informatics Minor or Certificate

# Center for Accelerated & Professional Education (CAPE)

## Statement of Mission

Our mission is to provide a quality educational opportunity for adult learners that develops spiritual, intellectual, personal, and professional growth in an atmosphere of care, service, and teamwork.

## The Idea

Traditionally, university education has been available only to those with time and money to spend several years away from work and, often, away from home. Individuals who either choose to or need to work after high school often find no practical way of continuing their education. To meet the needs of the working adult, MidAmerica Nazarene University offers programs tailored to working adults. The Center for Accelerated & Professional Education (CAPE) is responsible for administering the Accelerated Associate of Arts programs and its related short-term courses. Adult learners enrolled in other degree programs at MNU can register for short-term courses to earn hours toward degree requirements.

## CAPE Policies

### Short-Term Course Registration

To register for a CAPE course, students need to complete a Short-Term Course Registration form. Students who are registering for their first CAPE course need to also complete a Short-term Course Promissory Note, which indicates payment information for the courses.

Registration may also be completed online (as detailed toward the back of this handbook). No phone registrations will be accepted. The registration deadline is 5:00 p.m. on the date shown in the Short-Term Course Schedule.

At the close of registration, students with holds on their student accounts will have 24 hours after the notification to clear the holds in order to remain eligible for registration.

### Attendance

CAPE courses are accelerated and concentrated. Therefore, attendance is a prerequisite for student success in the coursework. Attendance is vital to the personal and small group relationships developed in class sessions. Attendance is also essential to comply with regulations established by the Veteran's Administration (VA) and HEW for the recipients of VA benefits or federally-insured student loans. Accordingly, all class sessions are mandatory. Excessive absences or failure to make academic progress may result in disenrollment.

Students who are absent more than two class sessions in an on-site short-term course, whether excused or unexcused, will be administratively withdrawn. The refund schedule will apply as published on the Short-term Course Promissory Note. Students absent from online courses for two or more weeks will be also be administratively withdrawn. Logging into the online course site and actively participating (e.g., completing assignments in the course) constitutes attendance in online courses.

The following situations comprise the only excused absences:

1. Death in the immediate family.
2. Personal illness (a doctor's note may be requested).
3. Required work travel (a letter from a supervisor may be requested).
4. Severe or inclement weather.

Only students with excused absences are allowed to make-up participation points from missed class sessions. All make-up work must be arranged and agreed upon by the professor, who records attendance and participation for each class session.

Absences and/or tardiness will result in a grade reduction based on the amount of class time missed. Make-up work for excused absences are determined by the professor only. They may include the following:

1. Structured written make-up assignments with a minimum of four pages to a maximum of ten pages.
2. Individual session with the instructor for a quiz, exam, or discussion.

### **Admission Requirements**

- High School diploma or equivalency
- Minimum 17 English/Reading ACT scores or placement test\*\*
- Minimum 19 Math ACT score or placement test\*\*

### **Application Process**

- Complete online application.
- Attend an information meeting with an enrollment specialist
- Submit all official high school and college transcripts\*
- Complete consultation appointment with faculty advisor

*\*If students have 24 hours of transferrable college credit, high school transcripts are waived. If students have less than 24 hours of transferrable college credit, then high school transcripts (or GED results) will be required as part of the admission process.*

*\*\* If students have 24 hours of transferrable college credit, no ACT or assessment exams are required. If students have less than 24 hours of transferrable college credit and no ACT, then a placement exam will be required as part of the admission process.*

---

## **ASSOCIATE OF ARTS IN LIBERAL ARTS**

---

### **REQUIREMENTS**

1. 63 hours earned.
2. Completion of general education requirements.
3. A cumulative GPA of 2.0 and a GPA of 2.0 in the major.
4. Students may earn no lower than a C– in each of the emphasis courses. A grade of D or lower in an emphasis course must be repeated at the student's expense.

### **CAPE GENERAL CORE**

#### **General Core Requirements**

Effective Communication (6 hours) Aesthetic Literacy (3 hours)

Self-understanding (3 hours)

Social Responsibility (6 hours) Scientific Literacy (3 hours) Critical Thinking (6 hours)

Spiritual Development (3 hours)

#### **Course Number Information**

Lower Division	1xxx OR 2xxx
Upper Division	3xxx OR 4xxx
3 credit hours	xxx3
2 credit hours	xxx2
1 credit hour	xxx1

The following short-term courses fulfill general core requirements:

**Effective Communication (6 hours)**

*Oral*

GNCO 1053 Public Speaking: College and Career

GNCO 1553 Informed to Death: Multi-media's Effect on American Culture GNCO 1703

Introduction to Human Communication

GNCO 4603 Organizational Communication

*Written*

GNEN 1253 English Composition I

**Aesthetic Literacy (3 hours)**

GNAT 1053 Art Concepts and Applications GNEN 2353 Heroes in Early British Literature

GNEN 2153 Studies in the Theory of American Humor GNEN 2453 Early American

Literature: Little Known Gems

**Self-Understanding (3 hours)**

GNPY 2703 Foundations of Psychology GNPY 4703 The Helping Relationship GNPY

4803 Creativity and Innovation

**Social Responsibility (6 hours)**

**Soc/Econ/Crim Just (Choose one)** GNSO 1053 Intro to Sociology GNSO 2053 Marriage and

Family

GNSO 3103 Consumerism and Society GNEC 1553 Personal Finance

GNCJ 1053 Crime and Community

**Hist/Pol Sc/Gov (Choose one)**

GNHI 2253 A House Divided: The American Civil War GNHI 2353 American Freedom:  
The 1960s

GNHI 3013 Ancient Rome: The Rise and Fall of an Empire

GNHI 3023 Epitome of Evil: Hitler, Nazi Germany, and the Holocaust GNHI 3213 Give  
Me Liberty: The American Revolution

GNPS 2053 American Government and Politics GNHI 4103 The American History

GNHI 4203 The World at War

**Scientific Literacy (3 hours)**

GNSI 3073 CSI — The Science Behind Discovering Truth

**Critical Thinking (6 hours)**

**Philosophy (Choose one)**

GNPH 1053 Philosophy of Life and Meaning in the 21st Century GNPH 2153 Critical  
Thinking

GNPH 3053 World Religions Math

GNMA 1153 Algebraic Concepts and Applications GNMA 1163 Intermediate Algebra

**Spiritual Development (3 hours)**

GNBL 2253 Discovering the New Testament GNBL 2353 Discovering the Old Testament

## COURSE DESCRIPTIONS

### **GNAE 3103: LIVING AND LEARNING: DOCUMENTING LIFE EXPERIENCES FOR COLLEGE CREDIT (Online; 3 credit hours)**

Learning takes place in a variety of settings including life experiences. This learning can be documented in many formats, one of which is a life learning paper. The objective of this course is to instruct the bachelor's degree completion student in the process of earning college credit for learning from life experiences by utilizing the Kolb model. The student will complete one life learning paper while in the class that can be submitted for evaluation to earn additional college credit. Prerequisites: Approval by Academic Advisor and enrollment in a bachelor's degree-completion program (e.g., Organizational Leadership).

### **GNAT 1053: ART CONCEPTS AND APPLICATIONS (Accelerated Morning or Weekend; 3 credit hours)**

A "hands on" introduction to drawing and painting for the beginner includes some instruction and critiques to the class along with individual guidance and evaluation as work is in process. There will be required work between class sessions; some assignments may be on an individual basis to suit your ability and interest. No experience is required, just a desire to learn and create to the best of your ability.

### **GNBL 2253: DISCOVERING THE NEW TESTAMENT (Accelerated Evening; 3 credit hours)**

This course is an introductory study of the New Testament. It examines the literary character of the New Testament books, as well as the history surrounding them, and reflects upon the impact of their messages for contemporary society.

### **GNBL 2353: DISCOVERING THE OLD TESTAMENT (Accelerated Evening; 3 credit hours)**

A general education course to introduce the development of religion in ancient Israel, to show the roots of the Christian faith and to show the relevance of the Bible to contemporary life, and to examine the place of the Bible in American culture.

### **GNBS 3011/3012: BUSINESS ETIQUETTE (Weekend; 1 or 2 credit hours)**

This course will cover issues such as meals, business travel, meetings, greetings, business attire, and much more. Knowing that you are handling yourself in the proper way in a variety of situations gives you an air of confidence that is necessary for success in the business world.

### **GNBS 3021/3022: MANAGING TIME AND MULTIPLE PROJECTS (Weekend; 1 or 2 credit hours)**

Focus is on comprehension and application of time management concepts such as organizing, prioritizing, and goal setting. The project management concepts of organization, visualization, delegation, and forecasting will also be studied. Emphasis will be on application in real-life situations at work, school, and home

### **GNBS 3031/3032: ENTREPRENEURSHIP IN THE 21ST CENTURY (Weekend; 1 or 2 credit hours)**

Nearly one million individuals start their own business every year. This course focuses on exploring specific issues involved in self-employment and assessing whether self-employment may be an appropriate choice. Opportunities for starting one's own business, buying an existing business, or becoming a consultant will be explored.

### **GNBS 3032: ORGANIZATIONAL STRESS MANAGEMENT (Weekend; 2 credit hours)**

This course will provide a broad overview of organizational stress management and will invite students to study the role and management of stress in the workplace. Topics covered include psychological and physical effects of stress, management of distress, methods of stress reduction, and individual and organizational strategies for preventing high levels of stress in the workplace.

**GNBS 3043: ETHICS IN BUSINESS MANAGEMENT****(Accelerated Evening; 3 credit hours)**

This course is intended to explore and provide an introduction to the law and its relation to business and business transactions. It will explore the various types of business relationships and organizations, with a brief coverage given to factors bearing on the choice of organization, including partnership attributes, process of corporate formation and corporate privileges.

**GNBS 3053: LEADERSHIP: DISCOVERING YOUR PURPOSE****(Weekend; 3 credit hours)**

This activity-enriched course teaches the basic of effective leadership, focusing on personal awareness and growth, working relationships, influence skills, and conflict resolution. A foundation for understanding the challenges facing a new manager and for helping the individual improve leadership skills and behaviors will be created.

**GNBS 3063: OUTRAGEOUS CUSTOMER SERVICE****(Accelerated Evenings or Weekend; 3 credit hours)**

This course will motivate students from all backgrounds to discover the difference between good and excellent customer service. Students will learn basic concepts that turn customers into company supporters. The course will equip students with the skills, knowledge, and behaviors necessary to recognize and provide extraordinary service.

**GNBS 3071: BEYOND AFFIRMATIVE ACTION: MANAGING DIVERSITY IN THE WORKFORCE****(Weekend; 1 credit hour)**

What exactly is Affirmative Action? What is “diversity”? This course will answer these questions and a host of others that will help you understand the changing employee profile in today’s work force environment. This will be done by briefly analyzing the history of relationships among people of divergent backgrounds in and out of the corporate climate and by engaging contemporary literature, research, and testimony on the subject of diversity. Consequently, you will become educated in today’s important issues involving work place dynamics and will be a diversity leader within your organization.

**GNBS 3073: BUSINESS LAW****(Accelerated Evening; 3 credit hours)**

This course is intended to explore and provide an introduction to the law and its relation to business and business transactions. It will explore the various types of business relationships and organizations, with a brief coverage given to factors bearing on the choice of organization, including partnership attributes, process of corporate formation, corporate privileges and powers, corporate capital structure, and limited liability. The course will also give attention to Contracts and Commercial relations, Torts, and Employment law and discuss intellectual property, computer law, and privacy issues.

**GNBS 3092: PRINCIPLES OF SUPERVISION****(Weekend; 2 credit hours)**

Effective supervisors need to know how to plan and organize the workload, define the most important results, and measure effectiveness as well as have a fundamental understanding of worker behavior and the processes of motivation and control. This course is designed for individuals who are or will be in supervisory positions and develop skills for effective management in the work environment. Emphasis will be on skill development.

**GNBS 3153: SOCIOLOGY OF BUSINESS****(Weekend; 3 credit hours)**

This course will study the history and relationship of business to society, with special attention given to the impact of business on societal elements such as politics, economics, the environment, and employee/consumer concerns. Consideration will be given to the social dynamics of business from domestic and international perspectives.

**GNBS 3143: ANCHORED LEADERSHIP IN THE FACE OF CHAOS****(Online; 3 credit hours)**

This course explores Christian leadership and examines how it can provide an anchor in the often-chaotic business environment. “Anchored” leadership is applicable in business and personal-life settings. Though proclaiming Christianity in today’s marketplace may be controversial, leading by Christian principles calms chaos. Learners will consider Christian “anchored” leadership and articulate a personal leadership development plan.

**GNBS 3163: TRUE NORTH: IDENTIFYING YOUR MORAL COMPASS****(Online; 3 credit hours)**

This course explores ethics in business and morals for life. Is there a moral compass? Who or what shapes our thoughts? Can we know for certain that “truth” is true? This course will examine what shapes the thoughts and actions of our culture, thus affecting our lives. Together we will consider realigning moral choices — in business and life — with faith

**GNBS 3263: LEADERSHIP MESSAGES: COMMUNICATION, CONFLICT AND COLLABORATION (Online or Accelerated Evening; 3 credit hours)**

Leaders at all levels must communicate effectively in order to motivate and empower co-workers, meet productivity goals, and execute successful planning. This course will examine the skills, strategies, and assumptions that facilitate powerful leadership messages aimed at attaining new and more satisfying levels of work. Topics will include active listening, functional conflict, collaborative decision-making, the role of technology, and eliminating barriers to constructive communication.

**GNBS 3353: CONFLICT RESOLUTION****(Accelerated Evening; 3 credit hours)**

Conflict is a reality of daily life, whether in personal relationships or in the business setting. Learning how to deal with these conflicts can have an impact on the quality of life. This course will provide the student with a foundation of how to deal with and resolve conflicts.

**GNBS 4012: UNDERSTANDING YOUR FEDERAL INCOME TAX RETURN****(Weekend; 2 credit hours)**

This class will teach you to prepare your tax return. This class will be taught assuming that students have no tax background at all. Situations that an average taxpayer deals with will be covered. Students will also learn how to research tax questions.

**GNBS 4031: BEHAVIORAL INTERVIEWING****(Weekend; 1 credit hour)**

Ever wonder why interviewers ask questions they do? This course will explain how successful organizations select the right employees. Students will learn techniques involved in behavioral interviewing. The course is enlightening for both interviewer and interviewee.

**GNBS 4053: MANAGING THE CONTROL PROCESS****(Accelerated Evening; 3 credit hours)**

Focus of this course will be on the design and implementation of effective control processes. Such processes provide the assurance that the efforts invested in planning, organizing, and leading will achieve the desired results. There will be an emphasis on applying the course concepts to actual situations identified by the students.

**GNBS 4063: STRATEGIC DECISION MAKING****(Online; 3 credit hours)**

Making good decisions is critical to success in every area of life. Few people realize there are tools and strategies that will enable better decision-making. This course introduces the student to the fundamental skills and knowledge needed for making good decisions. Topics include understanding the various types of decisions, how to structure decisions, dealing with risk, and the psychological traps associated with decision-making.

**GNCJ 1053: CRIME AND COMMUNITY****(Accelerated Evening or Weekend; 3 credit hours)**

Crime is part of the world in which we live. Many people have been or know someone who has been a victim of crime. This course will explore the impact of crime on the community by providing an overview of crime, community policing, the courts, corrections, and juvenile justice. Students will encounter learning through readings, classroom discussions, and actual field experience.

**GNCJ 3051/3052: TERRORISM: TRENDS AND TACTICS****(Weekend; 1 or 2 credit hours)**

This course will focus on examining trends and tactics in terrorism through case studies of the different terrorist attacks utilizing biological, energetic material, and shock-and-awe tactics in both domestic and international venues. Students will learn about each group's ideology, purposes and foundations. The class will then focus on identifying preventable measures to the attack including target hardening, environmental design and personal awareness. The goal is to raise awareness and identify measures to prevent loss of life in the event of terrorist threats.

**GNCO 1053: PUBLIC SPEAKING: COLLEGE AND CAREER****(Accelerated Evening; 3 credit hours)**

This course focuses on the skills a student must develop to communicate a message to an audience both through informative and persuasive means.

**GNCO 1553: INFORMED TO DEATH: MULTI-MEDIA'S EFFECT ON AMERICAN CULTURE (Weekend; 3 credit hours)**

This course will explore the impact of multimedia on American culture and personal intellect.

**GNCO 1703: INTRODUCTION TO HUMAN COMMUNICATION****(Online; 3 credit hours)**

This introductory survey course provides an understanding of the principles of human communication. Students learn skills and techniques essential to effective communication in a variety of contexts such as intrapersonal (with yourself), interpersonal (face-to-face), public speaking (one-to-many), small group (face-to-face with a few), Organizations (workplace relationships), and intercultural (people different than you). Students will apply these skills and techniques through practical exercises that will enable them to incorporate them into one's daily and professional life.

**GNCO 4402: EFFECTIVE ORGANIZATIONAL COMMUNICATION****(Weekend; 2 credit hours)**

This course will focus on the practical implementation of communication for the following organizational challenges: managing information, selecting appropriate communication channels, establishing effective performance feedback systems, implementing organizational change, providing for interdepartmental communication, creating innovative spirits, and ethical communication practices. If you are a manager, this course will help you build a department where employees communicate effectively with one another. If you are an employee, you will learn how to benefit from a manager's feedback.

**GNEC 1553: PERSONAL FINANCE****(Online or Accelerated Evening; 3 credit hours)**

This course is designed to aid students in defining their role in preparing and understanding personal financial information. The topics to be covered are basic financial planning, budgeting procedures, calculating principal and interest, defining different types of consumer credit, and developing a general knowledge of home buying and various types of insurance.

**GNEC 1253: ENGLISH COMPOSITION I****(Accelerated Evening; 3 credit hours)**

A study of the principles of the writing process with practical application. Assignments emphasize the purpose of writing and essay organization. A research paper is required.

**GNEC 2153: STUDIES IN THE THEORY OF AMERICAN HUMOR****(Online or Accelerated Evening; 3 credit hours)**

A study of the scholarly theory behind the types of American humor, the history of humor in the United States, its facets that lend themselves to democracy, the characteristic that make it differ from British humor, and an overview of the most important humorists in our history.

**GNEC 2353: HEROES IN EARLY BRITISH LITERATURE****(Online; 3 credit hours)**

What were people's lives like in early British history? What were their values? These questions will be explored through the reading of early British literature. This course will provide an overview of the elements, background to the works, and perspectives of scholars today.

**GNEC 2453: EARLY AMERICAN LITERATURE: LITTLE KNOWN GEMS****(Online; 3 credit hours)**

This course will examine the works of best-selling authors in the 1800s and why they were not recognized by the critics of the 20th century. The class will examine the meanings of these works, the impact to the society in the 1800s, and how what these authors wrote over 100 years ago is still relative today.

**GNHI 2253: A HOUSE DIVIDED: THE AMERICAN CIVIL WAR****(Accelerated Evening or Online; 3 credit hours)**

This course will take a unique look into the American Civil War by offering the opportunity to appraise the national war on a local level. Students will briefly explore the history of the South, investigate the practices of the North, and focus on the developments of Kansas and Missouri. The foundation of the war will be studied along with distinguishing guerrilla activity in Missouri from contraband fighting in Kansas. The establishment of the state of Kansas will also be analyzed.

**GNHI 2353: AMERICAN FREEDOM: THE 1960s****(Accelerated Evening; 3 credit hours)**

The 1960s have been increasingly regarded as a surreal decade in American history. This course will engage the biographies, politics, and culture that typified the 1960s. The learner will encounter JFK, RFK, MLK, the move from liberalism to conservatism, and the Vietnam War. The full continuum of events from the U-2 incident to Woodstock will be addressed.

**GNHI 3013: ANCIENT ROME: THE RISE AND FALL OF AN EMPIRE****(Weekend or Online; 3 credit hours)**

This course will provide students with an overview of the historical background during which Rome ruled the ancient world. Students will be able to identify the factors that influenced the transition from republic to empire, as well as the events that led to Rome's eventual decline. In addition, students will be able to draw parallels between ancient Rome and modern America. This course will be enlightening for those who lack an understanding of how events in the ancient Roman Empire have helped to shape the course of human history for the past 2000 years.

**GNHI 3023: EPITOME OF EVIL: HITLER, NAZI GERMANY, AND THE HOLOCAUST (Accelerated Evening; 3 credit hours)**

An in-depth historical analysis of Germany during the Nazi period (1933-1945) based on a chronological overview from its origins in the Weimar Republic to its destruction at the end of World War II. Explore topics including the origins of Germanic and National Socialist ideologies, World War I and its consequences, the life and ideology of Hitler, the Weimar Republic and its collapse, the Nazi takeover of power, the Nazi revolution after they seized power, the Nazi “synchronization” of all facets of German life to the goals of the party, everyday life during the Nazi era, the advent of World War II, the German resistance to Nazism and the war itself, and the Holocaust. The evaluation and analysis of primary materials dealing with selected aspects of the Nazi period (such as social organization, education, propaganda, family life and women, and the arts) will enable the student to better understand everyday life in Nazi Germany.

**GNHI 3213: GIVE ME LIBERTY! – THE AMERICAN REVOLUTION (Online; 3 credit hours)**

This course engages a central text that studies the colonies of North America through the Revolutionary War. The class will discover the peopling of America, the migration of distinct religious groups, American colonies, the early establishment of democracy in America, and events leading towards, during, and immediately following the Revolutionary War. A detailed look at the Founding Fathers will also be explored.

**GHIS 4203: THE WORLD AT WAR (Accelerated Evening; 3 credit hours)**

You will examine World War I and World War II, revisiting and exploring the history of the world in the twentieth century. Equal time will be given to social, military, political and economic forces that shape the two global conflicts, focusing on the relationship between the centers of the conflict and fringes of the events.

**GNHI 4103: THE AMERICAN CENTURY (Accelerated Evening; 3 credit hours)**

The focus of this course is on the development, use and implications of American social, cultural, economic, political and military power in the 20th century. You will examine century long trends and movements, exploring the United States’ status as a superpower and its place in an increasingly global world.

**GNMA 0123: INTRODUCTION TO ALGEBRA (Accelerated Evening; 3 credit hours)**

This course is a review of the basic concepts of mathematics to improve computation and application. Introductory algebra concepts are introduced with an effort to bridge the gap between where students currently are in their math skills and where they need to be to successfully complete an intermediate algebra course. **Note:** This is a developmental course that does not count toward degree requirements.

**GNMA 1153: ALGEBRAIC CONCEPTS AND APPLICATIONS (Accelerated Evening; 3 credit hours)**

As a mid-level survey of algebra, emphasis will be placed on conceptual understanding, algebraic methods of solving real-world problems, geometric concepts, and a basic understanding of functions.

**GNMA 1163: INTERMEDIATE ALGEBRA (Online; 3 credit hours)**

A short review of the fundamental laws of algebra followed by a study of exponents, radicals, linear and quadratic equation, inequalities, polynomials, functions, graphs, and systems of equations.

**GNPE 2153: COACHING/SPORTSMANSHIP  
(Accelerated Evening or Weekend; 3 credit hours)**

The focus of this course is on people and the values that make relationships and organizations excel. Designed for those who are sports-minded as well as those who are not. We will look at developing good character traits, learn good sportsmanship, understand what it takes to become a winner, and define what makes coaches become great leaders.

**GNPH 1053: POSTMODERN TIMES: PHILOSOPHY OF LIFE AND MEANING IN THE 21ST CENTURY**

This course will explore today's fast-paced, constantly changing society as the learner seeks to grasp important Christian insight into contemporary thought and culture. A comprehensive understanding of the evolution of philosophy as it relates to time, place, life, and meaning will be pursued.

**GNPH 2153: CRITICAL THINKING  
(Weekend; 3 credit hours)**

Understanding critical thinking is a life-long strategy. The purpose of this course is not only to familiarize students with the fundamental concepts of critical thinking, but to also provide a systematic approach to its processes and components. Through readings, discussions, and written assignments, emphasis will be placed on application in the context of traditional values, personal non-conformity, and cultural diversity.

**GNPH 3053: WORLD RELIGIONS  
(Weekend; 3 credit hours)**

This course will explore the major religions of the world as they exist today and the universal search for God that is a part of the human perspective. Emphasis will be given to historical background, key tenets of faith, symbols, practice, and impact on the world today. Each religion will be analyzed objectively, but primary emphasis will be given to Christianity and how other world religions relate to it. The key religions of the East, Near East, and West will be examined. As well, primal religions, cults and sects, and religious philosophies will be encountered.

**GNPS 2053: AMERICAN GOVERNMENT AND POLITICS  
(Online; 3 credit hours)**

This course will include an examination and overview of the major aspects of the United States government, a basic history of how the government was formed, and an understanding of basic concepts used to interpret United States politics.

**GNPY 2703: FOUNDATIONS OF PSYCHOLOGY  
(Weekend; 3 credit hours)**

The study of psychology provides a greater understanding of ourselves and those around us. Students will develop an understanding of psychology as the science of human thought and behavior and its many applications in our everyday lives.

**GNPY 3502: EMOTIONAL INTELLIGENCE IN THE WORKPLACE  
(Weekend; 2 credit hours)**

A particular set of abilities known as emotional competencies is becoming increasingly important for success in one's career. Emotional competence refers to the personal and social skills that lead to superior performance in the workplace based on emotional intelligence, a person's cognitive, emotional, and physical resources. A considerable body of research suggesting that a person's ability to perceive, identify, and manage emotion provides the basis for the kinds of social and emotional competencies that are important for success in almost any job. Students will learn how to improve their own emotional intelligence and how to promote change in the workplace and/or in their personal life through the utilization of the principles of emotional intelligence.

**GNPY 4703: THE HELPING RELATIONSHIP  
(Accelerated Evening or Weekend; 3 credit hours)**

This course will investigate the helping relationship that is established between a helper and a helpee. The material and activities will assist the student in understanding the theories, processes, and skills involved in establishing and maintaining a helping relationship in both professional and nonprofessional settings.

**GNPY 4803: CREATIVITY AND INNOVATION  
(Accelerated Evening or Weekend; 3 credit hours)**

This course will cover two of the most important skills for improving our personal performance and managing change in successful and rewarding ways. Students will learn that creativity can be learned and cultivated. This course will present three types of creativity: personal creativity, co-creativity, and group creativity. The models and tools for defining and managing the creative process will be taught for each of the three types of creativity.

**GNSI 3073: CSI: THE SCIENCE OF DISCOVERING TRUTH  
(Accelerated Evening or Weekend; 3 credit hours)**

CSI will involve the basic science principles involved in crime scene investigation and the analysis of evidence from simulated criminal situations.

**GNSO 1053: INTRO TO SOCIOLOGY  
(Weekend; 3 credit hours)**

The course will include socialization, social interpretation in everyday life, deviant behavior, the economy and work, religion, family, education, and social change in traditional, modern, and post-modern societies. Students will discover the diversity of U.S. society through greater understanding of the people of African, Asian, European, and Latino ancestry.

**GNSO 2053: MARRIAGE AND FAMILY  
(Weekend; 3 credit hours)**

The course will include the examination of the major aspects of the family as a social institution and include the current trends, changing nature, and possible development of the family in the future.

**GNSO 3103: CONSUMERISM AND SOCIETY  
(Online; 3 credit hours)**

How is the consumer being programmed in society today? What has created the mentality of “self-service”? When did the automation developed by the McDonald’s industry become a way of life? These questions and others will be discussed and developed in this course based on the best-selling book by George Ritzer. Efficiency, calculability, predictability, control, and the irrationality of rationality are some of the topics that will lead up to what consumers can do to either embrace or fight against the McDonaldization of the society in which they live and spend their monies.

**GNST 1153: PROJECT S.U.R.E.  
(Accelerated Evening; 3 credit hours)**

In this orientation course you will gain insight and self-discovery, while focusing on how to maintain academic success in your college experience. You will review MNU’s history and become familiar with the MNU campus. Students will identify their unique learning style and become familiar with adult learning theory and develop time management and study skills strategies.

**GNST 2153: MAKING INFORMATION WORK FOR YOU  
(Accelerated Evening & Online; 3 credit hours)**

Do you ever feel overwhelmed by the amount of information that you encounter? Do you struggle with where to look to find accurate information for school assignments? You are not alone. This course will focus on how information is organized, how to evaluate it, and how to

apply it to school, life, and work. It will also lay the foundation for future research projects. Note: The online format of this course may require students to be available for online chat sessions and/or complete some assignments at designated/specific times during the week.

### **GNST 3042: BUILDING STRENGTH-BASED TEAMS**

**(Weekend; 2 credit hours)**

The best teams leverage the talents of their members to accomplish team's goals and objectives. Effective and productive teams meet their goals and achieve meaningful outcomes by engaging team members and capitalizing on their diverse talents. In this course, students will learn about engagement, roles and relationships, and strengths dynamics. Students will use a Team Talent Map and the Gallup Organization's Strengths-Finder assessment to identify, understand, and cultivate their top five strengths. Students can expect to validate their own personal strengths and discover the strengths of others to help accomplish organizational goals.

### **GNST 3081 GRIEF IN THE WORKPLACE**

The workplace offers no immunity to dying, death and bereavement. These realities are not confined to the employee's private life, but to some degree, impact the workplace. Millions of employees are impacted by the death of a loved one or friend. Active bereaving is a significant factor in influencing workplace safety, collegiality, morale, productivity, and turnover. This course will assist students in understanding grief and applying grief management concepts for developing creative compassionate responses in the workplace.

### **GNST 4701/4702: PERSONALITY TYPES IN THE WORKPLACE**

**(Weekend; 1 or 2 credit hours)**

In this course four personality pairs will be described in depth using Myers-Briggs. Team-building concepts, conflict resolution, negotiation and problem solving will be addressed with emphasis on communication between personality types.

---

## ASSOCIATE OF ARTS IN BUSINESS (OAAB)

---

The Online Associate of Arts in Business (OAAB) at MNU is the perfect starting point for anyone interested in a career in business. The program is appropriate for students desiring to earn an associate's degree to gain an edge in the competitive corporate world or professionals interested in advancing their career in the field with a college degree.

The OAAB program is 100% online, consists of 63 credit hours, and can be completed in as little as two years. The program also includes all general education courses required to successfully earn an associate's degree.

Developed by credentialed business faculty with extensive academic and professional experience, MNU's OAAB program is fully-accredited by the Higher Learning Commission (HLC) and is a candidate for specialized accreditation through the prestigious Accreditation Council for Business Schools and Programs (ACBSP). Upon successful completion, OAAB students may transition seamlessly into the Online Bachelor of Business (OBBA) at MNU, a program that builds on the core business concepts and general education curriculum of the OAAB program.

### Degree Requirements

1. A total of 60 semester hours;
2. A minimum of 30 hours (15 hours in the major) in residence;
3. A cumulative GPA of 2.0;
4. Satisfactory achievement in an approved major; and
5. Completion of the general education program.

### GENERAL EDUCATION REQUIREMENTS AND OUTCOMES

General Education knowledge, skills, and abilities are incorporated throughout the online AA in Business curriculum. Through the General Education experience at MidAmerica the student should learn and grow in the following areas:

**Spiritual Development** - Students will develop a clear understanding of the essential thoughts of biblical Christianity which will enable them to live a lifestyle honoring to God.

**Self-Understanding** - Students will accept themselves as persons of worth and will develop habits of living that are mentally and physically healthy.

**Critical Thinking** - Students will develop the ability to determine validity and reasonableness through an examination of information, argumentation and experience.

**Effective Communication** - Students will be able to express their ideas clearly and effectively and accurately interpret communication from others.

**Social Responsibility** - Students will become informed, concerned and involved citizens in the world.

**Scientific Literacy** - Students will develop an informed perspective and respect for the created order and use the methods of scientific inquiry to explore it.

**Aesthetic Literacy** - Students will develop a discerning awareness of the language and literature of diverse art forms and will be able to recognize, interpret, and use creative artistic expressions.

## OAAB Program Overview

Subject & Number	Credit	Course Title
	0	Essential Online Study Skills
GNEN 1503	3	Composition 1
MGMT 1803	3	Intro to Business
GNCO 2203	3	Intro to Human Communication
MGMT 2303	3	Principles of Management
GNPY 2513	3	Lifespan Development
MATH 1223	3	College Algebra
GNHI 1303	3	US History Since 1877
MKTG 2303	3	Principles of Marketing
ACCT 2803	3	Principles of Accounting 1
MGMT 2103	3	Business Communication
ACCT 2903	3	Principles of Accounting II
GNSC 2703	3	Human Nutrition
BLIT 1003	3	Discovering the Bible
MGMT 2603	3	Computer Aps in Business
PHED 1203	3	Techniques of Lifetime Fitness
GNEC 1553	3	Personal Finance
FNAR 1503	3	Exploring Music
ECON 2703	3	Principles of Microeconomics
THEO 2003	3	Christian Beliefs
ECON 2503	3	Principles of Macroeconomics
	60	

## COURSE DESCRIPTIONS

### **ACCT 2803 Principles of Accounting I**

A study of the language of business and how accounting communicates useful information through general-purpose financial statements to people outside the business entity.

Prerequisite: MATH 1223 or Accuplacer.

### **ACCT 2903 Principles of Accounting II**

The continued study of basic accounting concepts with emphasis placed on specific accounting information needed by management to support day-to-day and long-term operations.

Prerequisite: ACCT 2803 Principles of Accounting I.

### **BLIT 1012 Discovering the Bible**

A general education course introducing the literature of the Old and New Testaments in order to discover the biblical basis for Christian beliefs and their demands on contemporary ethics, culture, and religion.

**ECON 2503 Principles of Macroeconomics**

A course that studies the allocation of scarce resources in a competitive free enterprise environment. Emphasis is placed on the ways economic problems should be solved by society. Prerequisite: MATH 1223 or Accuplacer.

**ECON 2703 Principles of Microeconomics**

The continuation of Principles of Macroeconomics with emphasis placed on the study of the ways economic problems should be solved by individual economic units such as farms, consumers, and industries. Prerequisite: MATH 1223 or Accuplacer.

**GNCO 2203 Introduction to Communication**

Communication is a broad concept that impacts every aspect of our lives. Communication might best be understood by examining the variety of messages we create and send; how others might interpret those messages; and how we interpret others' messages. Included throughout the course are methods and activities that will help you improve the messages you send. This study of messages includes: the process of communication (verbal/nonverbal); analyzing communication; mass & social media; culture; interpersonal; group/team; and public contexts.

**GNEC 1553 Personal Finance**

This course is designed to aid students in defining their role in preparing and understanding personal financial information. The topics to be covered are basic financial planning, budgeting procedures, calculating principal and interest, defining different types of consumer credit, and developing a general knowledge of home buying and various types of insurance.

**GNEN 1503 Composition I**

This course focuses on writing non-fiction prose and provides students the opportunity to expand and improve on the different stages involved in the writing process: brainstorming, gathering information, organizing and developing paragraphs, revising and editing. You will also learn about the elements of language and grammar.

**FNAR 1503 Exploring Music**

This course provides the student insight into basic elements of music from Western civilization, which are fundamental to analysis and creation of musical compositions. The course will cover tonality, rhythm, intervals, triads, composition of melodies, harmonic progressions, and lead sheets. This course will enrich the student who performs, sings, composes, and enjoys listening to music.

**GNHI 1303 US History Since 1877**

This survey course will explore the development of American society from the end of the Reconstruction period to the present. Topics include the industrialization era, Immigration, Reform Movements, Populism, Progressivism, the cultural trends of the 20th century and foreign policy.

**GNPY 2513 Lifespan Development**

The focus of this course is to learn the major developmental research and theories from conception through the end of life. From a life cycle perspective this course examines the stages and tasks of development in light of physical, social and cognitive functions.

**GNSC 2703 Human Nutrition**

Human Nutrition provides an integrated overview of the physiological requirements and functions of protein, energy, and the major vitamins and minerals that are determinants of health and diseases in human populations.

**MATH 1223 College Algebra**

This course includes the topics of linear equations, inequalities, functions and graphs, the exponential and logarithmic functions, finance, linear equations and matrices, linear inequalities and programming concepts.

**MGMT 1803 Introduction to Business**

This survey course will provide an economic background to evaluate the nature and scope of today's business environment. Special emphasis is placed on social responsibility, ethical decisions, human relations and other issues in economic situations.

**MGMT 2603 Computer Applications in Business**

An introduction to computers as a tool for business that includes fundamental concepts of information literacy and technology literacy are included. Particular attention will be paid to the use of business application software including word processing, spreadsheets, database, graphics, presentation and electronic communication.

**MGMT 3003 Business Communication**

A study of written and oral communication skills necessary in the business world. Emphasis is placed on writing skills including letters, memos and reports; in addition, oral presentations using Word and PowerPoint will be presented.

**MGMT 3303 Principles of Management**

This course studies the human relations and adjustments in the business organization. You will discuss the proper placement of individuals on the job, methods of motivation, supervision, discipline and promotion.

**MKTG 3303 Principles of Marketing**

This course is a middle-management (supervisory) approach to the study of marketing as it relates to the concepts of product, place, promotion and price.

**PHED 1203 Techniques for Lifetime Fitness**

The purpose of this course is to introduce students to a variety of physical fitness activities. Students are introduced to wellness related concepts and activities for the purpose of gaining knowledge and skills necessary to develop a personal lifelong fitness program. Activities include, but are not limited to, aerobics, circuit training, muscular development, flexibility, agility exercises, weight training, and body composition.

**THEO 2003 Christian Beliefs**

A general course which helps the student in understanding the historic beliefs of the Christian faith, as well as the role of these traditional beliefs in contemporary society.

Prerequisite: BLIT 1012 Discovering the Bible.

---

## BUSINESS ADMINISTRATION MINOR

---

### COURSE OVERVIEW

Students may earn a minor in Business Administration by completing each of the six BA courses. Each course is three credit hours and offered in an eight-week, online format. All BA courses are lower-division credit hours.

### Course Descriptions

#### **ACCT 2803 Principles of Accounting I**

A study of the language of business and how accounting communicates useful information through general-purpose financial statements to people outside the business entity.

Prerequisite: MATH 1223 or successful completion of an algebra placement exam.

#### **ECON 1503 Personal Finance**

This course is designed to aid students in defining their role in preparing and understanding personal financial information. The topics to be covered are basic financial planning, budgeting procedures, calculating principal and interest, defining different types of consumer credit, and developing a general knowledge of home buying and various types of insurance.

#### **ECON 2503 Principles of Macroeconomics**

A course that studies the allocation of scarce resources in a competitive free enterprise environment. Emphasis is placed on the ways economic problems should be solved by society.

Prerequisite: MATH 1223 or successful completion of an algebra placement exam.

#### **MGMT 2103 Business Communication**

A study of written and oral communication skills necessary in the business world. Emphasis is placed on writing skills including letters, memos and reports; in addition, oral presentations using Word and PowerPoint will be presented.

#### **MGMT 2303 Principles of Management**

This course studies the human relations and adjustments in the business organization. You will discuss the proper placement of individuals on the job, methods of motivation, supervision, discipline and promotion.

#### **MKTG 2303 Principles of Marketing**

This course is a middle-management (supervisory) approach to the study of marketing as it relates to the concepts of product, place, promotion and price.

---

## PUBLIC ADMINISTRATION MINOR

---

### COURSE OVERVIEW

Students may earn a minor in Public Administration by completing each of the six PA courses. Each course is three credit hours and offered in a seven-week, online format. All PA courses are upper-division credit hours.

### COURSE DESCRIPTIONS

#### **PADM 4003 Public Administration**

A study of current topics in public administration related to the student's area of interest and expertise. The students will gain an introductory understanding of public administration to serve as the foundation. The students will develop a basic knowledge of public administration through literature, lecture, class discussion and field observations.

#### **PADM 4013 Administrative Law**

This course reviews the law and its application to administrative agencies and governments, focusing on regulatory activities, due process and administrative rule-making. Students will learn about the Freedom of Information Act (FOIA) and the process for enforcing FOIA rights.

#### **PADM 4023 Public Personnel Administration**

This course focuses on the study and practice of public personnel administration. Essentially it is an in-depth analysis of the literature and the direction of public personnel issues. Students will understand the dynamic political environment and the effect the statutory and Constitutional restrictions have of public personnel management.

#### **PADM 4033 Regional Planning**

This course explores the purpose, practice and theories of modern regional and urban community planning. Students will understand the nature of planning and land management. The students will also review the history of planning, its legal basis, the planning tools and practices.

#### **PADM 4043 Public Budgeting**

Students will gain an introductory understanding of public budgeting; including planning, financing, and managing governmental budgets. Students will review and discuss public budgeting and the relationships between national, state and local levels of government.

#### **PADM 4063 Non-Profit Management**

This course explores how nonprofit management is different from for profit businesses; examines the historical development of American's nonprofit organizations, analyzes the methods for measuring performance in a nonprofit while identifying legal and functional responsibilities of nonprofit governing boards.

---

## CERTIFICATE OR MINOR IN INFORMATICS<sup>1</sup>

---

### REQUIREMENTS

1. 18 hours earned.
2. A cumulative GPA of 2.0.
3. Students may earn no lower than a C– in each of these courses.

### INFORMATICS (18 HOURS)

INSY 2103 Computer Hardware, Software, Operating Systems, and Networking

INSY 2303 Introduction to Computer Applications Development

INSY 3103 Information Systems Analysis and Design

INSY 3303 Database Management Systems

INSY 4103 Information Assurance and Risk Management

INSY 4303 Management Information Systems

<sup>1</sup>Certificate if earned separately; minor if earned while completing a bachelor's degree other than the B.S. in Computer Information Systems.

---

## CERTIFICATE OR MINOR IN CYBER SECURITY<sup>1</sup>

---

### REQUIREMENTS

1. 21 hours earned.
2. A cumulative GPA of 2.0.
3. Students may earn no lower than a C– in each of these courses.

### INFORMATICS (6 HOURS)

INSY 2103 Computer Hardware, Software, Operating Systems, and Networking

INSY 4103 Information Assurance and Risk Management

### CYBER SECURITY (15 HOURS)

INSY 4103 Information Assurance and Risk Management

INSY 4113 Telecommunications and Network Security

INSY 4123 Hacker Techniques, Protections, and Incident Responses

INSY 4133 Cyber Forensics

INSY 4143 Legal Issues in Information Technology

INSY 4153 Cyber Security Capstone

<sup>1</sup>Certificate if earned separately; minor if earned while completing a bachelor's degree other than the B.S. in Computer Information Systems.

---

## **ASSOCIATE OF APPLIED SCIENCE in SOFTWARE DESIGN & DEVELOPMENT**

---

### **REQUIREMENTS**

1. 60 hours earned.
2. A cumulative GPA of 2.0.
3. Students may earn no lower than a C– in each of the core and emphasis courses.

### **CORE 1, INFORMATICS (18 HOURS)**

INSY 2103 Computer Hardware, Software, Operating Systems, and Networking  
INSY 2303 Introduction to Computer Applications Development  
INSY 3103 Information Systems Analysis and Design  
INSY 3303 Database Management Systems  
INSY 4103 Information Assurance and Risk Management  
INSY 4303 Management Information Systems

### **CORE 2, SYSTEMS DESIGN AND DEVELOPMENT (15 HOURS)**

INSY 2203 Networking Fundamentals  
INSY 2403 Introduction to Computer Programming  
INSY 2503 Advanced and Object-Oriented Computer Programming  
INSY 2413 Web Interface Design  
INSY 2213 Introduction to Mobile Device Programming

### **SOFTWARE ENGINEERING EMPHASIS (15 HOURS)**

INSY 3503 Software Engineering I  
INSY 3513 Web Application Development  
INSY 3403 Data Structures and Algorithms  
INSY 4433 Emerging Trends in Technology  
INSY 4503 Software Engineering II

### **QUANTITATIVE (6 HOURS)**

MATH 1223 College Algebra  
MGMT 3903 Business Statistics

### **BUSINESS ADMINISTRATION (6 HOURS)**

MGMT 3503 Business Ethics  
MGMT 4103 Project Management

---

## **ASSOCIATE OF APPLIED SCIENCE in CYBER SECURITY**

---

### **REQUIREMENTS**

1. 60 hours earned.
2. A cumulative GPA of 2.0.
3. Students may earn no lower than a C– in each of the core and emphasis courses.

### **CORE 1, INFORMATICS (18 HOURS)**

INSY 2103 Computer Hardware, Software, Operating Systems, and Networking  
INSY 2303 Introduction to Computer Applications Development  
INSY 3103 Information Systems Analysis and Design  
INSY 3303 Database Management Systems  
INSY 4103 Information Assurance and Risk Management  
INSY 4303 Management Information Systems

### **CORE 2, SYSTEMS DESIGN AND DEVELOPMENT (15 HOURS)**

INSY 2203 Networking Fundamentals  
INSY 2403 Introduction to Computer Programming  
INSY 2503 Advanced and Object-Oriented Computer Programming  
INSY 2413 Web Interface Design  
INSY 2213 Introduction to Mobile Device Programming

### **CYBER SECURITY EMPHASIS (15 HOURS)**

INSY 4113 Telecommunications and Network Security  
INSY 4123 Hacker Techniques, Protections, and Incident Responses  
INSY 4133 Cyber Forensics  
INSY 4143 Legal Issues in Information Technology  
INSY 4153 Cyber Security Capstone

### **QUANTITATIVE (6 HOURS)**

MATH 1223 College Algebra  
MGMT 3903 Business Statistics

### **BUSINESS ADMINISTRATION (6 HOURS)**

MGMT 3503 Business Ethics  
MGMT 4103 Project Management

# **UNDERGRADUATE BUSINESS & LEADERSHIP**

---

---

---

- Associate of Arts in Business (See CAPE)
- Bachelor of Arts in Organizational Leadership
- Bachelor of Business Administration

# Department of Professional Studies in Business

Course Offerings: Accounting, Economics, Finance, Leadership, Management and Marketing.

## Statement of Mission:

The mission of the Department of Professional Studies in Business at MidAmerica Nazarene University is to help students identify life's call and to equip them to become leaders who can transform the marketplace through the application of Christian values. The department's programs are designed with the following goals in mind:

1. To support the Christian mission of MidAmerica Nazarene University by fostering the development of sound Christian ethical practices and leadership skills which students can integrate into their professional and personal lives, by honoring the dignity and worth of all individuals and by encouraging diversity within our faculty and student body.
2. To support the general education program of MidAmerica Nazarene University and thereby further develop all MNU students through class offerings in the field of Economics.
3. To support the educational mission of MidAmerica Nazarene University by offering academically challenging fields of preparation in Accounting, Business Administration, Business Psychology, Leadership, Marketing, and Sports Management.
4. To facilitate the development of broadly educated individuals with specific skills in: problem solving, the use of business technology, delivering business presentations, business writing, teamwork, leadership, working in multicultural environments, and adapting to change.
5. To meet the needs of our stakeholders by encouraging student and faculty involvement with the church, employers, and community.

## FACULTY

**Carol Best**, (2008- ) Adjunct Faculty

B.A., MidAmerica Nazarene University; M.A., MidAmerica Nazarene University.

**Pete Brumbaugh**, (2014- ) Adjunct Faculty

B.A., MidAmerica Nazarene University; M.B.A., MidAmerica Nazarene University.

**Yorton Clark**, (2001- ) Professor

B.S., Oklahoma Wesleyan University; M.P.A., University of Missouri - Kansas City; Ed.D., Saint Louis University.

**Martin D. Crossland**, (2011- ) Professor; Associate Vice President for Instructional Technology and Online Learning

B.S., Texas Tech University; M.B.A., Oklahoma City University; Ph.D., Indiana University

**Jonathan E. Downs**, (2000- ) Assistant Professor, Program Director

B.A., MidAmerica Nazarene University; M.A. Emporia State University; Ed. D., Northcentral University.

**Mark C. Ford**, (1991- ) Professor; Vice President for Strategic Expansion and Dean, School of Professional and Graduate Studies

B.A., MidAmerica Nazarene University; M.B.A., University of Kansas; J.D., University of Missouri-Kansas City; Ed.D., University of Pennsylvania.

**Jeanette Downs Pettitt**, (1994- ) Adjunct Faculty

B.A., Olivet Nazarene College; M.S., University of Kansas.

**Don Dunn**, (2012- ) Assistant Professor

B.A., MidAmerica Nazarene University; M.L.S, Fort Hays State University; Ph.D., Capella University.

**Lynne M. Erickson**, (1993- ) Assistant Professor

B.A., Olivet Nazarene University; M.A.S., University of Illinois at Urbana-Champaign; C.P.A.

**Anthony Rex Gabbert**, (2013- ) Adjunct Faculty

B.A. University of Missouri-Kansas City; J.D. Mississippi College School of Law.

**Larry Haffey**, (1986- ) Professor Emeritus

B.S., University of California at Los Angeles; M.S.E.E., University of California at Santa Barbara; M.Div., Nazarene Theological Seminary; D.Min., Bethel Seminary.

**Vicki Harris**, (2014- ) Adjunct Faculty

B.A., University of Nebraska; M.A., Webster University.

**Thomas Hayselden**, (2009- ) Adjunct Faculty

B.A., MidAmerica Nazarene University; M.A., MidAmerica Nazarene University.

**Brenda Hook**, (2008- ) Adjunct Faculty

B.A., MidAmerica Nazarene University; M.B.A., MidAmerica Nazarene University.

**Bob Humphrey**, (2000- ) Professor, Chair, Department of Professional Studies in Management

A.A., Nazarene Bible College; B.A., MidAmerica Nazarene University; M.B.A, MidAmerica Nazarene University; Ed.D., Saint Louis University.

**Mary Jones**, (2013- ) Professor

B.S., Emporia State University; M.B.A., Rockhurst College, Ed.S.; University of Missouri-Kansas City; Ph.D., University of Missouri-Kansas City.

**John Tony Juve**, (2010- ) Adjunct Faculty

B.S.W., University of Wyoming; M.S., Emporia State University; Ph.D., University of Missouri.

**James C. Leininger**, (2003- ) Assistant Professor

B.A., Houghton College; M.S., South Dakota State University

**Roger Main**, (2001- ) Adjunct Faculty

BA, MidAmerica Nazarene University; M.B.A., MidAmerica Nazarene University.

**Mary Murphy**, (2013- ) Associate Professor

B.A., Western Michigan University; M.A., University of Rochester; Ph.D., University of Rochester.

**Jamie S. Myrtle**, (2000- ) Associate Professor

B.A., MidAmerica Nazarene University; C.P.A.; M.B.A., University of Kansas.

**David Nash**, (2005- ) Adjunct Faculty

B.A., MidAmerica Nazarene University; M.C.M.; Olivet Nazarene University; M.P.C., Olivet Nazarene University.

**Tammy Ogren**, (2013- ) Adjunct Faculty

B.A., MidAmerica Nazarene University; M.B.A., MidAmerica Nazarene University.

**Andrea Olitsky**, (2013- ) Adjunct Faculty

B.A., American University; M.B.A., American University; J.D., New England School of Law.

**Jonathan Purcell**, (2012- ) Adjunct Faculty

B.S., Oklahoma Wesleyan University; M.B.A., Baker University.

**James Reeves**, (2004- ) Adjunct Faculty

B.A., MidAmerica Nazarene University; M.A., Nazarene Theological Seminary.

**Daniel Smith**, (2010- ) Adjunct Faculty

B.S., Florida International University; M.A., Midwestern Baptist Theological Seminary, 1999.

**Kelli J. Schutte**, (2005- ) Adjunct Faculty

B.A., Calvin College; M.B.A., Western Michigan University; Ph.D., Michigan State University.

**George Vega**, (2004- ) Adjunct Faculty

B.S., Washburn University; M.S., Baker University.

**Lisa Wallentine**, (2003- ) Professor

B.A., MidAmerica Nazarene University; M.B.A., Wright State University; Ed.D., Olivet Nazarene University.

**Dave Wegley**, (1989- ) Professor

B.A., MidAmerica Nazarene University; M.B.A., University of Kansas; Ed.D., Saint Louis University.

**James Williams**, (2001- ) Adjunct Faculty

B.A., MidAmerica Nazarene University; M.B.A., University of Kansas.

**Leann J. Yantis**, (2008- ) Assistant Professor

B.A., MidAmerica Nazarene University; M.B.A., MidAmerica Nazarene University.

---

## BACHELOR OF ARTS IN ORGANIZATIONAL LEADERSHIP

---

For students who wish to earn a degree while pursuing professional obligations. Admission to the program requires at least 60 semester hours of transferable academic credits. Classes are taught in a seminar style and focus on organizational behavior, leadership, interpersonal skills, management problems, and a values-oriented management approach.

### Admission Requirements:

- Minimum 2.0 GPA (cumulative)\*
- 45 transferable hours\* of college credit from a regionally accredited college or university

*\*Applicants with less than 45 hours or less than 2.0 GPA may enroll in accelerated general education courses to help meet these program requirements.*

### Application Process:

- Complete online application
- Attend an informational meeting with an enrollment specialist
- Submit official transcripts from all colleges and universities attended
- Attend an academic assessment meeting with program advisor

### Degree Requirements:

1. A total of 126 semester hours;
2. A minimum of 30 hours (15 hours in the major) in residence;
3. A cumulative GPA of 2.0;
4. No course with a grade lower than “C-” will be accepted toward the major. Courses in the major are defined as any course required or accepted to meet a requirement of the major. Some majors require a higher minimum GPA in the major and higher minimum grades in courses in the major.
5. Satisfactory achievement in an approved major;
6. Thirty-six (36) semester hours in upper division courses (3000 and 4000 level courses); and
7. Completion of the general education program.

### GENERAL EDUCATION REQUIREMENTS AND OUTCOMES

**Spiritual Development:** Students will develop a clear understanding of the essential thoughts of biblical Christianity which will enable them to live a lifestyle honoring to God.

3 hrs. of Biblical Leadership Perspectives\* or a course in religion or Christian education.

**Self-Understanding:** Students will accept themselves as persons of worth and will develop habits of living that are mentally and physically healthy.

3 hrs. of Psychology - courses in the psychology department that include human development issues.

**Critical Thinking:** Students will develop the ability to determine validity and reasonableness through an examination of information, argumentation and experience.

3 hrs. of Ethical Leadership\* or a course in philosophy. 3 hrs. of math (not developmental).

**Effective Communication:** Students will be able to express their ideas clearly and effectively and accurately interpret communication from others.

3 hrs. of English Composition.

3 hrs. of Communications and Conflict Management\* or a course in speech.

**Social Responsibility:** Students will become informed, concerned, and involved citizens in the world.

3 hrs of history, political science, or government.

3 hrs of sociology, economics, or criminal justice.

**Scientific Literacy:** Students will develop an informed perspective and respect for the created order and use the methods of scientific inquiry to explore it.

3 hrs of natural, biological, or physical science or computer science with evidence of programming.

**Aesthetic Literacy:** Students will develop a discerning awareness of the language and literature of diverse art forms and will be able to recognize, interpret, and use creative artistic expressions.

3 hrs of literature, music, fine arts, humanities, or art.

Students develop strategies for efficient and productive group management and determine which tasks are best handled by groups or individuals. 3 semester hours.

## COURSE DESCRIPTIONS

### Module 1

#### **MGMT 4293 ORGANIZATIONAL BEHAVIOR**

This module is a study of group behavior and how group functioning affects organizational effectiveness. Emphasis is placed on making decisions and resolving conflict in groups. Students develop strategies for efficient and productive group management and determine which tasks are best handled by groups or individuals. 3 semester hours

### Module 2

#### **MGMT 4193: STRATEGIC CAREER MANAGEMENT**

This module will focus on understanding adult learning and developmental theory and the career management and planning process. Self-assessment and analysis of the resulting information will be key components to the learning process. Each student will develop a professional growth plan to assess his or her strengths and weaknesses, identify knowledge and skills acquired, and assemble evidence of those knowledge and skills. 3 semester hours.

### Module 3

#### **MGMT 3593: RESEARCH METHODS AND STATISTICAL APPLICATIONS**

Integration of research methods and statistics is a key to a better understanding how the research process requires the combination of both elements. In this course you will discover how the collection, description, analysis, interpretation, and presentation of data will help you make better informed decisions. Statistics can be used to describe a particular data set (termed descriptive statistics) as well as to draw conclusions about the population from a particular data set (termed inferential statistics). This course applies statistical applications in a business context in order to address business related questions and help make evidence based decisions.

In Research Methods and Statistical Applications, you will learn to apply commonly used statistical methods in business contexts and how to interpret analyses performed by others. 3 semester hours.

### Module 4

#### **LEAD 4493: ETHICAL LEADERSHIP**

Students formulate a philosophy of life, providing the base for such concerns as ethics in business, accountability in government, respect for human rights, and a responsible life style in our contemporary world. Ethical theories and personal values are examined through readings, analysis of the workplace, and classroom discussion. 3 semester hours.

**Module 5****MGMT 4393: COMMUNICATIONS AND CONFLICT MANAGEMENT**

An investigation of the role of communication and relationships in creating a productive work environment. Effectiveness in personal and social relationships is also covered through readings and exercises concerning such topics as nonverbal communication, constructive feedback, and conflict management. Students develop a model for effective relationships. 3 semester hours.

**SEMESTER II****Module 6****MGMT 4493: ORGANIZATIONAL DEVELOPMENT**

This module focuses on understanding organizational development as a means to increase an organization's effectiveness and viability. Components include basic behavioral science techniques for facilitating individual, small group, and organizational change, problem solving, system improvement, and changing beliefs and values within an organization. 3 semester hours.

**Module 7****LEAD 3693: BIBLICAL LEADERSHIP PERSPECTIVES**

The course reflects MNU's commitment, as a Christian liberal arts university, to nurturing an appreciation for the rich resources of the Scriptures. A course which explores the elements of leadership, connects or relates key elements of leadership to biblical characters, analyzes the degree of effectiveness of biblical leaders, applies Christian leadership elements to current business practice, and identifies some contemporary Christian business leaders. 3 semester hours.

**Module 8****MGMT 4593: MANAGING HUMAN RESOURCES**

Students explore the values and perceptions of selected groups affecting social and economic life through an analysis of policies and practices regarding recruitment, selection, training, development, and compensation of employees. Special attention is given to human resource trends, effects of globalization, workforce diversity, staffing, training & development, compensation and benefits, motivating employees, and labor relations. 3 semester hours.

**Module 9****LEAD 4593: LEADERSHIP CHALLENGES AND BEST PRACTICES**

Students examine motivational theory and its application to individual and group functioning in work and home situations. Leadership styles related to particular circumstances are analyzed. Negotiation is covered through readings and class practice, with an analysis of the effect on productivity. 3 semester hours.

**MGMT 4253: CAPSTONE CASE STUDY**

Students will have the opportunity to demonstrate an integrated understanding of sound principles, biblical and ethical standards, and best practices in organizational leadership. Students will complete a previously approved case study that focuses on resolving a problem or capitalizing on an opportunity. Working in close consultation with the course instructor, students will formulate and defend a plan of action for the identified problem or opportunity and prepare a formal presentation of the completed case study.

**Semester I**

	<b>Weeks</b>		<b>Credit</b>	
Module 1	5	MGMT 4293	3	Organizational Behavior
Module 2	5	MGMT 4193	3	Strategic Career Management
Module 3	5	MGMT 3593	3	Research Methods & Statistical Applications
Module 4	5	MGMT 4493	3	Ethical Leadership
Module 5	5	MGMT 4393	3	Communications and Conflict Management
	25		15	

**Semester II**

	<b>Weeks</b>		<b>Credit</b>	
Module 6	5	MGMT 4493	3	Organizational Development
Module 7	5	LEAD 3693	3	Biblical Leadership Perspectives
Module 8	5	MGMT 4593	3	Managing Human Resources
Module 9	5	LEAD 4593	3	Leadership Challenges and Best Practices
Module 10	6	MGMT 4253	3	Capstone Case Study
	22		15	
Total --51 weeks		30 semester hours		

---

## BACHELOR OF BUSINESS ADMINISTRATION (OBBA)

---

For students who wish to complete their bachelor's degree in Business and who have previously earned 45–60 transferable academic credits, this program offers a unique, fully online curriculum covering the common professional core of Business and leads to a Bachelor of Business Administration degree from MidAmerica Nazarene University.

### Admission Requirements:

- Minimum 2.0 GPA (cumulative).\*
- 45 transferable hours\* of college credit from a regionally accredited college or university.
- College Algebra, Principles of Accounting I, and Macroeconomics are prerequisites for some BBA courses.

*\*Applicants with less than 45 hours or less than a 2.0 GPA may enroll in accelerated general education course to help meet these program requirements*

### Application Process:

- Complete online application
- Attend an informational meeting with an enrollment specialist
- Submit official transcripts from all colleges and universities attended
- Attend an academic assessment meeting with program advisor

### Degree Requirements:

1. A total of 126 semester hours;
2. A minimum of 30 hours (15 hours in the major) in residence;
3. A cumulative GPA above 2.0
4. Only a course grade that's at or above a "C-" will be accepted toward the major. Courses in the major are defined as any course required or accepted to meet a requirement of the major.
5. Satisfactory achievement in an approved major;
6. Thirty-six (36) semester hours in upper division courses (3000 and 4000 level courses); and;
7. Completion of the general education program.

### GENERAL EDUCATION REQUIREMENTS AND OUTCOMES

Required General Education online and on-ground courses are offered in MNU's Center for Accelerated and Professional Education (CAPE). Official transcript courses can be transferred to MNU as well. General Education courses are not included in the OBBA curriculum. Through the General Education experience at MidAmerica the student should learn and grow in the following areas:

**Spiritual Development** - Students will develop a clear understanding of the essential thoughts of biblical Christianity which will enable them to live a lifestyle honoring to God.

**Self-Understanding** - Students will accept themselves as persons of worth and will develop habits of living that are mentally and physically healthy.

**Critical Thinking** - Students will develop the ability to determine validity and reasonableness through an examination of information, argumentation and experience.

**Effective Communication** - Students will be able to express their ideas clearly and effectively and accurately interpret communication from others.

**Social Responsibility** - Students will become informed, concerned and involved citizens in the world.

**Scientific Literacy** - Students will develop an informed perspective and respect for the created order and use the methods of scientific inquiry to explore it.

**Aesthetic Literacy** - Students will develop a discerning awareness of the language and literature of diverse art forms and will be able to recognize, interpret, and use creative artistic expressions.

## **COURSE DESCRIPTIONS**

### **NEW STUDENT ORIENTATION**

This course will provide an overview of the content and practical skills necessary for completion in the program. It includes an orientation for online learning and LMS. Also included will be introduction to MNU's Professional & Graduate Studies and its programs, APA tutorial and other skills and tools to help ensure student success in this program.

### **MGMT 2303: PRINCIPLES OF MANAGEMENT**

The study of human relations and adjustments in the business organization. This course deal with issues such as proper placement of individuals on the job, methods of motivation, supervision, discipline, promotion to ensure efficiency and effectiveness.

### **ACCT 2903: PRINCIPLES OF ACCOUNTING II**

The continued study of basic accounting concepts with emphasis placed on specific accounting information needed by management to support day-to-day and long-term operations.

### **MKTG 2303: PRINCIPLES OF MARKETING**

A middle-management (supervisory) approach to the study of marketing as it relates to the concepts of product, place, promotion, and price.

### **ECON 2703: PRINCIPLES OF MICROECONOMICS**

This course, in conjunction with Principles of Macroeconomics, places emphasis on the study of the ways economic problems should be resolved by individual economic units including consumers and industry. It includes supply and demand, consumer choice, firm behavior, types of market structure, and pricing.

### **MGMT 3503: BUSINESS ETHICS**

This course develops conceptual models for improving the clarity and consistency of ethical judgement in business settings. A portion of the course will consider decision making skills and integrate them with ethical frameworks utilizing case analysis.

### **MGMT 3103: BUSINESS LAW**

The legal environment of business will be the focus with an overview of the general nature of law, the legal system, and the collection of laws that influence the behavior and conduct of commercial activity. Emphasis is placed on contract law.

### **MGMT 4703: ORGANIZATIONAL BEHAVIOR**

Students focus on the knowledge and application of behavioral science theories and concepts useful in organizations with special emphasis on group functions. Specifically, the mechanisms that organizations and managers use to respond to and initiate change in internal and external environments. Students will examine specific business processes from the perspective of problem solving, intervention theory, decision making, organizational culture and power strategies.

**MGMT 4403: BUSINESS FINANCE**

The course examines managerial finance and the environment in which financial decisions are required. This course emphasizes theories, concepts tools, and techniques that assist managers to make reasonable decisions and how decisions can affect short-term vs. long-term organizational health. This course also reviews how decisions can impact the various stakeholders of organizations.

**INSY 4303: MANAGEMENT INFORMATION SYSTEMS**

This course is an introduction to information systems and how it is used to create value and to better achieve an organization's objectives. This course is designed to cover foundational concepts and terms as well as new developments in the field of information systems. It also examines the ethical and social issues triggered by the use of computer information systems in a global society. This course develops an understanding the increased concern over information security and privacy.

**MGMT 3903: BUSINESS STATISTICS**

This course introduces the development of analytical and quantitative concepts needed for management applications. This course is designed to prepare students to understand and communicate quantitative and statistical applications in a business environment.

**MGMT 4613: INTERNATIONAL BUSINESS**

This course focuses on different aspects of business in the global environment. The complexities of operating in an interconnected economic environment will be examined. The challenges of multinational and international business issues will be discussed, as will the impact of uncontrollable environmental factors on the various functional areas of the firm.

**MGMT 4303: PRODUCTION & OPERATIONS**

This course focuses on decision making and controlling the allocations of personnel, materials, and machine utilization in a manufacturing/ service environment. Handling of materials, inventory, purchasing and quality control are addressed. Students are exposed to procedures used to set standards and develop skills in estimating and forecasting.

**MGMT 4803: STRATEGIC MANAGEMENT**

The course focuses on the strategic decisions and planning processes that shape the future of an organization. Students utilize techniques for defining the basic purpose and objectives of an enterprise, analyzing competitors and industries, and matching organizational strengths with environmental opportunities. This course also emphasizes developing structures and systems that recognize, reinforce, and reward strong ethical behavior.

**MGMT 4903: APPLIED STRATEGIC MANAGEMENT PART I**

Building on information presented and mastered throughout the program, students will apply, through case study and business simulation, the theories of effective strategic and tactical management of a company.

**MGMT 4913: APPLIED STRATEGY PART II**

Further exploration into theories of effective strategic and tactical management.

## OBBA Program Overview

Online		New Student Orientation	0
ECON	2503	Principles of Macroeconomics	3
ACCT	2803	Principles of Accounting 1	3
ECON	2703	Principles of Microeconomics	3
MKTG	2303	Principles of Marketing	3
ACCT	2903	Principles of Accounting 2 <sup>^</sup>	3
MGMT	2303	Principles of Management	3
MGMT	3503	Business Ethics	3
INSY	4303	Management Information Systems	3
MGMT	3103	Business Law I	3
MGMT	3903	Business Statistics*	3
MGMT	4703	Organizational Behavior	3
MGMT	4303	Production & Operations	3
MGMT	4613	International Business	3
MGMT	4403	Business Finance <sup>^^</sup>	3
MGMT	4803	Strategic Management <sup>~</sup>	3
MGMT	4903	Applied Strategy - Part I	3
MGMT	4913	Applied Strategy - Part II	3
			51 hours

Major Prerequisite:

MATH 1223 College Algebra 3

Course Prerequisites Symbol Key:

\*College Algebra is a prerequisite for this course.

<sup>^</sup>Accounting 1 is a prerequisite for this course.

<sup>^^</sup> Accounting 2 is a prerequisite for this course.

<sup>~</sup> Macroeconomics is a prerequisite for this course.

Note: Strategy courses must be taken in sequence at the end of the program as a capstone experience.

# UNDERGRADUATE COMPUTER INFORMATION SYSTEMS

---

---

- Bachelor of Science in Computer Information Systems
  - Cyber Security emphasis
  - Software Engineering emphasis
- Associate of Applied Science in Cyber Security (See CAPE)
- Associate of Applied Science in Software Dev. (See CAPE)
- Cyber Security Minor or Certificate (See CAPE)
- Informatics Minor or Certificate (See CAPE)

# Department of Computer Information Systems

## Statement of Mission

The CIS Department mission is to provide a quality educational opportunity for adult learners that develops spiritual, intellectual, personal, and professional growth in professional career concentrations of modern computer and information technologies.

## FACULTY

**Marty Crossland**, (2011- ) Professor, Chair, Department of Computer Information Systems  
B.S., Texas Tech University; M.B.A., Oklahoma City University; Ph.D., Indiana University –  
Bloomington.

**Olufemi Ajimoko**, (2018- ) Adjunct Faculty  
B.S., University of Lagos; M.S., New Jersey Institute of Technology; D.C.S., Colorado  
Technical University.

**Cecil Davis**, (2018- ) Adjunct Faculty  
B.S., Florida State University; M.S., Southern Polytechnic State University; M.B.A., Kennesaw  
State University.

**Phillip Davis**, (2018- ) Adjunct Faculty  
B.S., Texas A&M University; M.S., Texas A&M University; Ed.D., Nova-Southeastern  
University.

**Jimmie Flores**, (2018- ) Adjunct Faculty  
B.B.A., St. Mary's University; M.B.A., University of St. Thomas; M.S., DeVry University;  
M.S., Regis University; M.S., Regis University; M.Ed., Regis University; M.A., Fielding  
Graduate University; Ph.D., Fielding Graduate University; D.MIS, University of Phoenix.

**Curtis George**, (2018- ) Adjunct Faculty  
B.S., Nova Southeastern University; M.S., Nova Southeastern University.

**Daniel Horner**, (2018- ) Adjunct Faculty  
A.S., West Coast University; B.S., West Coast University; M.S., Azusa Pacific University.

**Louay Karadsheh**, (2018- ) Adjunct Faculty  
B.S., DeVry University; M.S., University for Banking and Financial Sciences; D.MIS,  
Lawrence Technological University.

**Kwang Lee**, (2018- ) Adjunct Faculty  
B.S., Ajou University; M.B.A., Ajou University; M.S., Texas A&M University; Ph.D.,  
Rensselaer Polytechnic Institute.

**Darrel Nerove**, (2018- ) Adjunct Faculty  
B.S., U.S. Military Academy; M.B.O.M., University of LaVerne; A.B.D., Capella University.

**Wendy Norfleet**, (2018- ) Adjunct Faculty  
B.S., Detroit College of Business; M.S., University of Detroit Mercy; Ph.D., Wayne State  
University.

**Samuel Tabi**, (2018- ) Adjunct Faculty  
B.S., University of Buea; M.S., Southern University of New Orleans.

**Tony Taylor**, (2015- ) Adjunct Faculty  
B.S., Park University; M.B.A. MidAmerica Nazarene University.

**Bola Tilghman**, (2018- ) Adjunct Faculty  
B.S., Morris Brown College; M.S., Clark Atlanta University; Ed.D., Clark Atlanta University.

**Charles Troppito**, (2018- ) Adjunct Faculty  
B.A., University of Missouri; M.P.A., University of Missouri; M.S., Missouri State University.

---

## BACHELOR OF SCIENCE IN COMPUTER INFORMATION SYSTEMS

---

**Admission Requirements:**

- High School diploma or equivalency
- Minimum 17 English/Reading ACT scores or placement test\*\*
- Minimum 19 Math ACT score or placement test\*\*

**Application Process**

- Complete online application.
- Attend an information meeting with an enrollment specialist
- Submit all official high school and college transcripts\*
- Complete consultation appointment with faculty advisor

*\* If students have 24 hours of transferrable college credit, high school transcripts are waived. If students have less than 24 hours of transferrable college credit, then high school transcripts (or GED results) will be required as part of the admission process.*

*\*\* If students have 24 hours of transferrable college credit, no ACT or assessment exams are required. If students have less than 24 hours of transferrable college credit and no ACT, then a placement exam will be required as part of the admission process.*

**Degree Requirements:**

1. 120 hours earned.
2. Completion of the MNU general core requirements by MNU credit or transfer.
3. A cumulative GPA of 2.0 and a GPA of 2.0 in the major.
4. Students may earn no lower than a C– in each of the core courses and emphasis courses.

**CORE 1, INFORMATICS (18 HOURS)**

INSY 2103 Computer Hardware, Software, Operating Systems, and Networking  
 INSY 2303 Introduction to Computer Applications Development  
 INSY 3103 Information Systems Analysis and Design  
 INSY 3303 Database Management Systems  
 INSY 4103 Information Assurance and Risk Management  
 INSY 4303 Management Information Systems

**CORE 2, SYSTEMS DESIGN AND DEVELOPMENT (15 HOURS)**

INSY 2203 Networking Fundamentals  
 INSY 2403 Introduction to Computer Programming  
 INSY 2503 Advanced and Object-Oriented Computer Programming  
 INSY 2413 Web Interface Design  
 INSY 2213 Introduction to Mobile Device Programming

**QUANTITATIVE (6 HOURS)**

MATH 1223 College Algebra  
 MGMT 3903 Business Statistics

**BUSINESS ADMINISTRATION (6 HOURS)**

MGMT 3503 Business Ethics  
 MGMT 4103 Project Management

**The student must complete 15 hours of courses from either or both of the following emphases in Software Engineering and/or Cyber Security. Completion of all courses in any emphasis will result in a notation of that emphasis on the student's transcript.**

**SOFTWARE ENGINEERING EMPHASIS (15 HOURS)**

INSY 3503 Software Engineering I  
 INSY 3513 Web Application Development  
 INSY 3403 Data Structures and Algorithms  
 INSY 4433 Emerging Trends in Technology  
 INSY 4503 Software Engineering II

**CYBER SECURITY EMPHASIS (15 HOURS)**

INSY 4113 Telecommunications and Network Security  
 INSY 4123 Hacker Techniques, Protections, and Incident Responses  
 INSY 4133 Cyber Forensics  
 INSY 4143 Legal Issues in Information Technology  
 INSY 4153 Cyber Security Capstone

**General Core Requirements for the B.S. in Computer Information Systems**

Effective Communication (6 hours) Aesthetic Literacy (3 hours)

Self-understanding (3 hours)

Social Responsibility (6 hours) Scientific Literacy (3 hours) Critical Thinking (6 hours)

Spiritual Development (3 hours)

The following courses fulfill general core requirements (see the Center for Accelerated and Professional Education (CAPE) for individual course descriptions):

**Effective Communication (6 hours)***Oral*

GNCO 1053 Public Speaking: College and Career

GNCO 1553 Informed to Death: Multi-media's Effect on American Culture GNCO 1703  
 Introduction to Human Communication

GNCO 4603 Organizational Communication

*Written*

GNEN 1253 English Composition I

**Aesthetic Literacy (3 hours)**

GNAT 1053 Art Concepts and Applications GNEN 2353 Heroes in Early British Literature  
 GNEN 2153 Studies in the Theory of American Humor GNEN 2453 Early American  
 Literature: Little Known Gems

**Self-Understanding (3 hours)**

GNPY 2703 Foundations of Psychology GNPY 4703 The Helping Relationship GNPY  
 4803 Creativity and Innovation

**Social Responsibility (6 hours)**

**Soc/Econ/Crim Just (Choose one)** GNSO 1053 Intro to Sociology GNSO 2053 Marriage and

Family

GNSO 3103 Consumerism and Society GNEC 1553 Personal Finance

GNCJ 1053 Crime and Community

Hist/Pol Sc/Gov (Choose one)

GNHI 2253 A House Divided: The American Civil War GNHI 2353 American Freedom: The 1960s

GNHI 3013 Ancient Rome: The Rise and Fall of an Empire

GNHI 3023 Epitome of Evil: Hitler, Nazi Germany, and the Holocaust GNHI 3213 Give Me Liberty: The American Revolution

GNPS 2053 American Government and Politics GNHI 4103 The American History

GNHI 4203 The World at War

Scientific Literacy (3 hours)

GNSI 3073 CSI — The Science Behind Discovering Truth

Critical Thinking (6 hours)Philosophy (Choose one)

GNPH 1053 Philosophy of Life and Meaning in the 21st Century GNPH 2153 Critical Thinking

GNPH 3053 World Religions Math

GNMA 1153 Algebraic Concepts and Applications GNMA 1163 Intermediate Algebra

Spiritual Development (3 hours)

GNBL 2253 Discovering the New Testament GNBL 2353 Discovering the Old Testament

## COURSE DESCRIPTIONS

### **INSY 2103 Computer Hardware, Software, Operating Systems, and Networking (Online; 3 credit hours)**

A study of computer hardware and operating system software as it relates to the CIS professional. Systems networking is introduced. Rudimentary programming concepts are introduced using Python or a similar interpreted programming language.

### **INSY 2203 Networking Fundamentals (Online; 3 credit hours)**

This course covers fundamentals of data communication and computer networking, including the Open Systems Interconnection (OSI) model. Network architecture and configurations such as local area networks (LANs) and wide area networks (WANs) are addressed. Basics of network authentication and security are introduced.

Prerequisite: INSY 2103 Computer Hardware, Software, Operating Systems, and Networking or permission of CIS Program Director

### **INSY 2213 Introduction to Mobile Device Programming (Online; 3 credit hours)**

This course introduces mobile operating systems programming. Students explore the Android and the iOS operating systems with the goal of creating an application for one of these systems. Topics include menu systems, user interfaces, 2D graphics, and audio.

Prerequisite: INSY 2103 Computer Hardware, Software, Operating Systems, and Networking or permission of CIS Program Director

### **INSY 2303 Introduction to Computer Applications Development (Online; 3 credit hours)**

An introduction to development of computer applications using rapid developmental tools such as Visual Basic. Emphasis on designing and managing graphical user interfaces, procedures, file management, debugging, and testing.

Prerequisite: INSY 2103 Computer Hardware, Software, Operating Systems, and Networking or permission of CIS Program Director

**INSY 2403 Introduction to Computer Programming (Online; 3 credit hours)**

This course introduces basics of coding programs from program specifications, including use of an integrated development environment (IDE), language syntax, as well as debugger tools and techniques. Students also learn to develop programs that manipulate simple data structures such as arrays, as well as different types of files.

Prerequisite: INSY 2303 Introduction to Computer Applications Development

**INSY 2413 Web Interface Design (Online; 3 credit hours)**

This course introduces web design and basic programming techniques for developing effective and useful websites. Coursework emphasizes website structure and navigational models, practical and legal usability considerations, and performance factors related to using various types of media and tools such as hypertext markup language (HTML), cascading style sheets (CSS), dynamic HTML (DHTML) and scripting.

Prerequisite: INSY 2103 Computer Hardware, Software, Operating Systems, and Networking or permission of CIS Program Director

**INSY 2503 Advanced and Object-Oriented Computer Programming (Online; 3 credit hours)**

Introduction to advanced techniques in a high-level language. Includes memory management, code optimization, and comparison of coding languages. This course introduces object-oriented programming concepts including objects, classes, encapsulation, polymorphism, and inheritance. Using an object-oriented programming language, students design, code, test, and document business-oriented programs.

Prerequisite: INSY 2403 Introduction to Computer Programming

**INSY 3103 Information Systems Analysis and Design (Online; 3 credit hours)**

A study of the analysis and design of computer information systems, with emphasis on software design using UML and agile development.

Prerequisite: INSY 2103 Computer Hardware, Software, Operating Systems, and Networking or permission of CIS Program Director

**INSY 3303 Database Management Systems (Online; 3 credit hours)**

Study of database management concepts and techniques. Emphasis on data modeling using relational data models. Discussion and application of SQL to develop and query databases. Additional topics include database administration on common database platforms such as Oracle, SQL Server, and MySQL. Remote data access and management using client-server, distributed, and Internet-hosted databases.

Prerequisite: INSY 2103 Computer Hardware, Software, Operating Systems, and Networking or permission of CIS Program Director

**INSY 3403 Data Structures and Algorithms (Online; 3 credit hours)**

This course introduces structures that allow efficient organization and data retrieval, frequently used algorithms, and basic techniques for modeling, as well as understanding and solving algorithmic problems. Arrays and linked lists; hash tables and associative arrays; sorting and selection; priority queues; sorted sequences; trees; graph representation; graph traversal; and graph algorithms are covered.

Prerequisite: INSY 2403 Introduction to Computer Programming

**INSY 3503 Software Engineering I (Online; 3 credit hours)**

This course applies tools that are typical of software engineering settings and explores requirements; design; testing; metrics; process improvement; quality assurance; software configuration management, maintenance, and release, as well as ethics.

Prerequisites: INSY 2303 Introduction to Computer Applications Development, INSY 3103 Information Systems Analysis and Design

**INSY 3513 Web Application Development (Online; 3 credit hours)**

This course builds on analysis, interface design and programming skills learned in previous courses and introduces basics of design, coding and scripting, as well as database connectivity for web-based applications. A programming language such as Java, Visual Basic.Net, C++.Net or C#.Net is used to implement web-based applications.

Prerequisites: INSY 2403 Introduction to Computer Programming INSY 2413 Web Interface Design

**INSY 4103 Information Assurance and Risk Management (Online; 3 credit hours)**

The course is an introduction to managerial and organizational issues impacted by information systems security. The emphasis is on management and protection of all information management resources and data within the organization. Concepts of risk assessment and risk management are introduced and emphasized. While technical in nature, this course is introductory in its approach and managerial in its focus, such that the student is not required to have an extensive background in programming or technical applications.

Prerequisite: INSY 2103 Computer Hardware, Software, Operating Systems, and Networking or permission of CIS Program Director

**INSY 4113 Telecommunications and Network Security (Online; 3 credit hours)**

This course provides an introduction to tools and techniques used by security professionals to secure corporate networks. Topics include virtual private networks (VPNs), firewalls, and intrusion detection and prevention systems (IDS/IPS). Defense in depth will be taught through the installation and configuration of firewalls, VPNs, and IDS/IPS. Students will be able to recognize and prevent malicious attacks on corporate networks.

Prerequisite: INSY 2203 Networking Fundamentals or permission of CIS Program Director

**INSY 4123 Hacker Techniques, Protections, and Incident Responses (Online; 3 credit hours)**

This course provides an introduction to tools and techniques used by hackers to penetrate corporate networks, and methods used to guard against such attacks. Topics include vulnerabilities of operating systems, incident-handling methods, cryptography, and an overview of the process and methodologies used in penetration testing including ethical and legal implications.

Prerequisite: INSY 2103 Computer Hardware, Software, Operating Systems, and Networking or permission of CIS Program Director

**INSY 4133 Cyber Forensics (Online; 3 credit hours)**

This course addresses the fundamentals of computer system forensics. It will provide an overview of computer crimes, forensic methods, the role of computer forensics specialists, computer forensic evidence, and the application of forensic analysis skills. Emerging technology and future directions will be considered, along with forensics in systems such as email, mobile, Window, Mac, or Linux.

Prerequisite: INSY 2103 Computer Hardware, Software, Operating Systems, and Networking or permission of CIS Program Director

**INSY 4143 Legal Issues in Information Technology (Online; 3 credit hours)**

Focus on the legal and ethical environment relevant to advances in technology. Issues include intellectual property, jurisdiction, defamation, invasion of privacy, electronic contracts, computer crime, censorship, unsolicited E-mail, antitrust issues, and encryption. Recent developments, court decisions, federal and state statutes, treaties and international agreements, administrative rulings, and legal literature regarding Internet law, will be explored and explained.

**INSY 4153 Cyber Security Capstone (Online; 3 credit hours)**

A senior-level capstone course for the Cyber Security concentration. Students must plan an applied project in Cyber Security and perform necessary research, implementation, and presentation of results.

Prerequisite: INSY 2103 Computer Hardware, Software, Operating Systems, and Networking or permission of CIS Program Director

**INSY 4303 Management Information Systems (Online; 3 credit hours)**

A capstone course that explores various computer information systems applications in accounting, management, marketing, finance, and business administration. Computer information systems analysis, design, and utilization including information as a resource, hardware/software concepts, data communications, database concepts, systems development and general systems concepts.

**INSY 4433 Emerging Trends in Technology (Online; 3 credit hours)**

This course is the study of emerging technologies. It places focus on technology impact on business and society in general. Topics include the relationship between emerging technologies and business opportunities, analysis of costs and savings of implementing particular technologies, legal and ethical issues affecting technology, challenges of adapting new technologies, and impacts of technology.

**INSY 4503 Software Engineering II (Online; 3 credit hours)**

This course emphasizes best practices in the implementation phase of the software development life cycle (SDLC). Application software engineering techniques are reinforced using UML/OOAD and project management skills covered in Software Engineering I to an application-oriented project based on a business scenario. The project provides real-world experience by integrating software engineering practices focusing on programming, testing, and other implementation activities to deliver a product that meets approved specifications through lab assignments. Prerequisites: INSY 2303 Introduction to Computer Applications Development, INSY 3103 Information Systems Analysis and Design, INSY 3503 Software Engineering I

# GRADUATE BUSINESS

---

---

- Master of Business Administration
- MBA in Healthcare Management
- Master of Science in Management
- Post-MBA Certificate in Healthcare Management

# Department of Graduate Studies in Management

Course Offerings: Accounting, Economics, Finance, Leadership, Management and Marketing.

## Statement of Mission:

Graduate Studies in Management envisions developing students with the requisite knowledge, skills, and experiences focused on enriching their professional lives and enhancing service to their organizations and the global community at large as servant leaders. The department's programs are designed with the following goals in mind:

1. To support the Christian mission of MidAmerica Nazarene University by fostering the development of sound Christian ethical practices and leadership skills which students can integrate into their professional and personal lives, by honoring the dignity and worth of all individuals and by encouraging diversity within our faculty and student body.
2. To support the educational mission of MidAmerica Nazarene University by offering academically challenging courses in Accounting, Finance, Economics, Marketing, Business Administration, Leadership, Project Management, Conflict Resolution and Entrepreneurship.
3. To facilitate the development of broadly educated individuals with specific skills in: problem solving, the use of business technology, delivering business presentations, business writing, team work, leadership, working in multicultural environments, and adapting to change.
4. To meet the needs of our stakeholders by encouraging student and faculty involvement with the church, employers and the community.

## FACULTY

**Yorton Clark**, (2001- ) Professor, Chair, Department of Business Administration  
B.S., Oklahoma Wesleyan University; M.P.A., University of Missouri; Ed.D., Saint Louis University.

**Pete Brumbaugh**, (2014- ) Adjunct Faculty  
B.A., MidAmerica Nazarene University; M.B.A., MidAmerica Nazarene University.

**Dennis (DJ) Crocker**, (2017- ) Adjunct Faculty  
B.A., MidAmerica Nazarene University; M.B.A., Baker University.

**Paula M. Daoust**, (2003- ) Adjunct Faculty  
B.A., Atkinson College; M.A., Wilfrid Laurier University; Ph.D., University of Kansas.

**R. Graydon Dawson**, (2011- ) Professor, Chair, Graduate Studies in Management  
B.A., Southern Nazarene University; M.A., Southern Nazarene University; M.S.M., Southern Nazarene University; Ed.D., Oklahoma State University.

**Don Dunn**, (2012- ) Adjunct Faculty  
B.A., MidAmerica Nazarene University; M.L.S., Fort Hays State University; Ph.D., Capella University.

**Lynne M. Erickson**, (1993- ) Assistant Professor  
B.A., Olivet Nazarene University; M.A.S., University of Illinois at Urbana-Champaign; C.P.A.

**Anthony Rex Gabbert**, (2013- ) Adjunct Faculty  
B.A. University of Missouri; J.D. Mississippi College School of Law.

**Dan Goodwin**, (2015- ) Adjunct Faculty  
B.A., MidAmerica Nazarene University; M.B.A., MidAmerica Nazarene University.

**Mike Gough**, (1984- ) Professor Emeritus

B.A., Southern Nazarene University; M.A., Southern Nazarene University; M.Div., Nazarene Theological Seminary; M.A., Webster University; D.Min., Bethel Theological Seminary.

**Scott Grant**, (2015- ) Adjunct Faculty

B.S.B.A., University of Tulsa; M.B.A., University of Kansas.

**Gayle Hopkins**, (2014- ) Adjunct Faculty

B.S., University of Missouri; M.A., University of Missouri.

**Robert (Bob) Humphrey**, (2000- ) Professor, Chair, Professional Studies in Management,

A.A., Nazarene Bible College, 1986; B.A., MidAmerica Nazarene University, 1994; M.B.A., MidAmerica Nazarene University, 1994; Ed.D., Saint Louis University, 2010.

**John Juve**, (2010- ) Adjunct Faculty

B.S.W., University of Wyoming; M.S., Emporia State University; Ph.D., University of Missouri.

**Judy Korb**, (2017- ) Adjunct Faculty

B.B.E., MidAmerica Nazarene University; M.B., Webster University; Ph.D., University of Kansas.

**Stacy Mayo**, (2015- ) Adjunct Faculty

B.S., Iowa State University; M.S.M., Baker University.

**Mary Murphy**, (2013- ) Professor

B.A., Western Michigan University; M.A., University of Rochester; Ph.D., University of Rochester.

**Jamie S. Myrtle**, (2000- ) Associate Professor

B.A., MidAmerica Nazarene University; C.P.A.; M.B.A., University of Kansas.

**Charles (Chuck) Noah**, (2018- ) Adjunct Faculty

B.A., MidAmerica Nazarene University; M.B.A., MidAmerica Nazarene University.

**Andrea Olitsky**, (2013- ) Adjunct Faculty

B.A., American University; M.B.A., American University; J.D., New England School of Law.

**Craig Peterson**, (2015- ) Adjunct Faculty

B.Comm., Washburn University; M.H.R.M., Webster University.

**Brian Roehm**, (2018- ) Adjunct Faculty

B.S., MidAmerica Nazarene University; M.B.A., MidAmerica Nazarene University.

**Kelli Schutte**, (2005- ) Adjunct Faculty

B.A., Calvin College; M.B.A., Western Michigan University; Ph.D., Michigan State University.

**Tricia Sinclair**, (2017- ) Adjunct Faculty

B.A., University of Kansas; M.B.A., MidAmerica Nazarene University.

**Anthony (Tony) Taylor**, (2015- ) Adjunct Faculty

A.A., Longview Community College; B.S., Park University; M.B.A., MidAmerica Nazarene University.

**David Wegley**, (1989- ) Professor

B.A., MidAmerica Nazarene University; M.B.A., University of Kansas; Ed.D., Saint Louis University.

## **GSM Global Learning Outcomes:**

**Ethics:** Business graduates will develop and demonstrate a personal philosophy that integrates Christian principles with ethical business conduct.

**Communication:** Business graduates will be able to communicate effectively using appropriate methods and tools.

**Critical Thinking/Content Mastery:** Business graduates will be able to demonstrate critical thinking skills and competencies in business content areas.

**Technology:** Business graduates will be able to effectively use technology to enhance business processes and presentation.

**Management and Leadership:** Business graduates will demonstrate awareness, understanding, and, as appropriate, mastery of management and leadership theories and skills.

**Career Preparation and Enhancement:** Business graduates will be prepared with the knowledge and skills necessary to enter or advance in a career in the field of business and/or pursue further education.

---

## MASTER OF BUSINESS ADMINISTRATION

---

### Objectives:

The Master of Business Administration program at MidAmerica Nazarene University is a two year, 36 credit-hour program designed to enhance the technical and relational skills, innovative instincts, and ethical sensibilities of working adults to enable them to serve their organizations and communities more effectively as servant leaders. The MBA program emphasizes the following objectives:

1. Application – the ability to apply business tools, skills, and concepts in innovative ways to improve the probability of successful management decision making.
2. Innovation – the ability to use business tools, skills, and concepts in innovative ways to improve the probability of successful management decision making.
3. Ethical Leadership – the ability to critically analyze and question knowledge claims in the business setting and illustrate adherence to an ethical approach in decision making.

### Admission Procedures and Requirements:

Admission status is determined by the Chair, Graduate Studies in Management Department.

#### Regular Admission:

The requirements for admission to graduate study for the Master of Business Administration degree include:

- Bachelor's degree from a regionally accredited college or university.
- Completed application.
- Official transcripts of all post-secondary work (MNU alumni disregard).
- Minimum overall grade-point average of 3.0 in the last 60 semester hours of coursework.
- If the student already has a master's degree and is seeking another and has a 3.00 GPA or better in that master's degree, they will be admitted to the program.
- Completion of the MBA Policy Checklist.

If applicants do not have College Algebra or Business Statistics on their undergraduate transcript, they will be required to complete a free Math Refresher course.

Applicants who have not taken one or more of the following courses: Micro-economics, Finance, or Accounting, may need to complete leveling equivalence in these subjects prior to taking these courses in the MBA program.

- Online Foundations of Microeconomics pre-test and possibly the tutorial (\$35)
- Online Foundations of Accounting pre-test and possibly the tutorial (\$35) Online
- Foundations of Finance pre-test and possibly the tutorial (\$35).

#### Conditional Admission:

An individual who does not meet regular admission requirements but who desires to pursue work leading to a Master of Business Administration degree at MidAmerica Nazarene University may be permitted to enroll conditionally. Regular status may be gained after completion of acceptable work at MidAmerica Nazarene University with a grade point average of 3.0 for the first twelve hours of graduate study.

## Transfer Credit:

A maximum of six graduate credit hours can be transferred in toward completion of the MBA degree.

The course(s) for which transfer credit hours are requested must be judged comparable in terms of content and quality to the relevant MNU MBA course(s). Requests for transfer credit are reviewed by the Chair of the Graduate Studies in Management Program in consultation with GSM faculty, as appropriate. Additionally, hours for which transfer credit is requested:

- must have been earned as graduate credit at an accredited institution.
- must not have been used to meet the requirements for any degree that student previously earned.
- must have been awarded no more than five years prior to the date the student completes his/her current program requirements.
- must have been awarded a grade of “B” or better.

## Application Process:

1. Complete online application.
2. Submit official transcripts from a regionally accredited college or university verifying earned bachelor’s degree and additional transcripts if needed to reflect most recent 60 hours of college or university credit earned.

## REQUIREMENTS FOR THE MBA DEGREE

MGMT 6001	Graduate Studies for Success	1
MGMT 6002	Personal and Corporate Ethics	2
COMP 6213	Technology for Managers	3
MGMT 6103	Organizational Leadership	3
ECON 6003	Managerial Economics	3
PMGT 7003	Foundations of Project Management	3
MKTG 6003	Marketing Management	3
MGMT 6603	Applied Quantitative Methods	3
MGMT 6403	Legal Environment of Business	3
ACCT 6003	Accounting Theory and Practice	3
ACCT 6103	Organizational Development	3
MGMT 6303	Financial Management	3
MGMT 6703	Strategic Management	<u>3</u>
		36 hours

## COURSE DESCRIPTIONS

### MGMT 6001: GRADUATE STUDIES FOR SUCCESS

This course will focus upon the factors that make graduate adult students successful when attempting to balance the time commitments and demands of work, family, church, and community obligations with weekly MBA course requirements. Students will master Moodle proficiencies in order to effectively navigate the learning management system and other MNU technologies. Students will also have a hands-on experience with various online library research tools and resources that they will need when completing projects and papers for course requirements. A portion of this course will also be devoted to building the cohort community as students will spend the next 20 months together on their MBA learning journey.

### MGMT 6002: PERSONAL AND CORPORATE ETHICS

This course examines ethical theories as they relate to various contemporary issues in business. Conceptual models for improving the clarity and consistency of ethical judgment in business settings are addressed. Special consideration is given to the application of Christian ethical principles to decision-making.

**COMP 6213: TECHNOLOGY FOR MANAGERS**

This course examines how information systems and technology tools can be used to create value and to better achieve both organizational objectives and individual productivity. The course examines the disruptive nature of many of the new and developing technologies. It also considers conditions needed for technology to be accepted and utilized within organizations. The course looks at technology from both an internal and external communication perspective. From an internal perspective, students will learn some of the best practices of utilizing existing and developing technologies for internal communication, collaboration and productivity. From an external perspective, students will learn some of the best practices of utilizing the developing technologies for building stronger connections and relationships with customers.

**MGMT 6103: ORGANIZATIONAL LEADERSHIP**

This course focuses on the concept of leadership in organizations. The complexity of the structural, political, symbolic and human resource issues in applying a framework for analyzing leadership in organizations is analyzed. Emphasis is placed on building skills for modeling an authentic voice for leadership using effective presentation skills.

**ECON 6003: MANAGERIAL ECONOMICS**

This course provides an application of economic theory to problems of the organization. Applicable microeconomics topics are explored. Emphasis is on the use of economic information in decision-making.

**PMGT 7003: FOUNDATIONS OF PROJECT MANAGEMENT**

This course provides a comprehensive overview of Project Management. The course addresses the culture, principles, ethics, and basic techniques of project management. The course reviews the general stages of a project and describes how the stages are interrelated. Basic concepts and tools of project management (i.e., introduction and use of MS Project) as well as work breakdown structure, scheduling, process improvement, strategic planning, and risk management are introduced and used in classroom team projects that provide real world, hands on experience.

**MKTG 6003: MARKETING MANAGEMENT**

This course examines the issues involved in organizing and operating startup businesses and new ventures as well as the role of marketing in today's organization. Attention is given to the ethical, social, and economic problems faced by entrepreneurs and marketing managers.

**MGMT 6603: APPLIED QUANTITATIVE METHODS**

Every day we are confronted with an enormous amount of information. Having knowledge of statistics and quantitative reasoning to evaluate and benefit from this information is invaluable. The field of statistics involves both the science and art of learning to collect, manage, analyze, and interpret data for the purpose of making sound business decisions. In this course you will learn to utilize the fundamental quantitative reasoning skills necessary to be competitive in this current and fast-paced data-driven world. The goal of this course is to provide you with essential quantitative reasoning tools that can immediately be applied to your work setting. To this end, you will become engaged in a real-life case study in testing various research hypotheses about what differentiates star performers in the workplace.

**MGMT 6403: LEGAL ENVIRONMENT OF BUSINESS**

This course focuses on the legal environment of business, which includes governmental regulation of business, private actions such as torts, contracts, employment law, and labor law. The ability to research laws related to the student's area of interest is emphasized. The relationship of the legal system to ethics is explored.

**MGMT 6303: ORGANIZATIONAL DEVELOPMENT**

This course examines the structural and environmental forces influencing the management process within organizations. Issues studied include: resistance to change, the role of change agents, intervention strategies and team development.

**ACCT 6003: ACCOUNTING THEORY AND PRACTICE**

Students will approach accounting as the language of business and explore the information that is communicated by financial statements and other accounting reports. Both financial and managerial accounting concepts will be explored. Emphasis will be placed on the usefulness of accounting data for decision making.

**ACCT 6103: FINANCIAL MANAGEMENT**

This course is intended to provide the manager with the ability to work effectively with accountants and financial managers through an understanding of the basics of financial management. Topics include cash flow analysis, capital budgeting, and working capital management.

**MGMT 6703: STRATEGIC MANAGEMENT**

This capstone course focuses on the strategic decisions and planning processes that shape the future of the organization. Students will utilize techniques for defining the basic purpose and objectives of an enterprise, for analyzing competitors and industries, and for matching organization strengths with environmental opportunities. Various perspectives to strategic thinking are explored and applications such as vision and mission are examined at both the organizational and personal levels.

**MGMT 7003: GLOBAL BUSINESS IMMERSION EXPERIENCE**

This course consists of two parts: 1) an elective online course and 2) an overseas trip. This collective experience is designed to provide adult students, from multiple academic disciplines and academic levels, with global opportunities to see society in transformation. Each destination (e.g., China, United Arab Emirates, Czech Republic, India, Israel & South Africa) examines the impact of Social, Spiritual, Education and Economic influences on individuals and on society. This Transformation Model provides a framework to see God at work globally. The interdisciplinary nature of this learning experiences equips students to process transformation through multiple filters (e.g., a global business perspective). The course is designed to encourage participants to explore their calling while serving where God has called them to serve.

---

## MASTER OF SCIENCE IN MANAGEMENT

---

**Objectives:**

The Master of Science in Management program at MidAmerica Nazarene University is a 20 month, 36 credit-hour program designed to enhance the technical and relational skills, innovative instincts, and ethical sensibilities of working adults to enable them to serve their organizations and communities more effectively as servant leaders. The MSM program emphasizes the following objectives:

1. Effective Leadership – Students will learn how to work with, and motivate, employees.
2. Project management skills
3. Organize successful teams.
4. Business planning - Students will build a business plan and then learn how to implement it in the real world.
5. Christian perspective - Students have an opportunity to study the practical side of management from a Christian perspective.

MNU'S student-focused approach means that the student will build personal relationships with highly qualified professors. Students will complete projects that they can use at work. Most of all, students will enhance their career by learning how to diagnose issues and introduce real solutions.

## Regular Admission:

The requirements for admission to graduate study for the Master of Science in Management degree include:

- Bachelor's degree from a regionally accredited college or university.
- Minimum overall grade-point average of 3.0 in the last 60 semester hours of coursework.
- If the student already has a master's degree and is seeking another and has a 3.00 GPA or better in that master's degree, they will be admitted to the program.
- Completion of the MSM Policy Checklist.

## Conditional Admission:

An individual who does not meet regular admission requirements but who desires to pursue work leading to a Master of Science in Management degree at MidAmerica Nazarene University may be permitted to enroll conditionally. Regular status may be gained after completion of acceptable work at MidAmerica Nazarene University with a grade point average of 3.0 for the first twelve hours of graduate study.

## Transfer Credit:

A maximum of six graduate credit hours can be transferred in toward completion of the MSM degree.

The course(s) for which transfer credit hours are requested must be judged comparable in terms of content and quality to the relevant MNU MSM course(s). Requests for transfer credit are reviewed by the Chair of the Graduate Studies in Management Program in consultation with GSM faculty, as appropriate. Additionally, hours for which transfer credit is requested:

- must have been earned as graduate credit at an accredited institution.
- must not have been used to meet the requirements for any degree that student previously earned.
- must have been awarded no more than five years prior to the date the student completes his/her current program requirements.
- must have been awarded a grade of "B" or better.

## Application Process:

- Complete online application
- There is no application fee for this program.
- Submit official transcripts from a regionally accredited college or university verifying earned bachelor's degree and additional transcripts needed to reflect most recent 60 hours of college or university credit earned

## REQUIREMENTS FOR THE MSM DEGREE

MGMT 6001	Graduate Studies for Success	1
MGMT 6002	Corporate and Personal Ethics	2
COMP 6303	Technology for Managers	3
MGMT 6103	Organizational Leadership	3
PMGT 7003	Foundations of Project Management	3
MGMT 6323	Emotional Intelligence, Mediation & Conflict Resolution	3
ACCT 6013	Accounting and Finance for Managers	3
MKTG 6003	Marketing Management	3
MGMT 6523	Entrepreneurship	3
MGMT 6223	Strategic Human Resource Management	3
MGMT 6303	Organizational Development	<u>3</u>
		30 hours

## COURSE DESCRIPTIONS

### **MGMT 6001: GRADUATE STUDIES FOR SUCCESS**

This course will focus upon the factors that make graduate adult students successful when attempting to balance work, family, church obligations/demands with weekly MSM course requirements. Students will master Moodle proficiencies in order to effectively navigate our learning management system. Students will submit a writing sample that determines whether they need to participate in a Writing Workshop. Students will also have a hands-on experience with various library sources they will need when completing research for course requirements. A portion of this course will also be devoted to building the community of this new cohort as these students will spend the next 18 months on their MSM learning journey.

### **MGMT 6002: CORPORATE AND PERSONAL ETHICS**

This course will examine ethical theories as they relate to various contemporary issues in business. Conceptual models for improving the clarity and consistency of ethical judgment in business settings will be addressed. Special consideration will be given to the application of Christian ethical principles to decision making.

### **COMP 6213: TECHNOLOGY FOR MANAGERS**

This course examines how information systems and technology tools can be used to create value and to better achieve both organizational objectives and individual productivity. The course examines the disruptive nature of many of the new and developing technologies. It also considers conditions needed for technology to be accepted and utilized within organizations. The course looks at technology from both an internal and external communication perspective. From an internal perspective, students will learn some of the best practices of utilizing existing and developing technologies for internal communication, collaboration and productivity. From an external perspective, students will learn some of the best practices of utilizing the developing technologies for building stronger connections and relationships with customers.

### **MGMT 6103: ORGANIZATIONAL LEADERSHIP**

This course focuses on the concept of leadership in organizations. Students will understand the complexity of structural, political, symbolic and human resource issues in applying a framework for analyzing leadership in organizations. Students will also build skills for modeling an authentic voice for leadership using effective presentation skills.

### **PMGT 7003: FOUNDATIONS OF PROJECT MANAGEMENT**

This course provides a comprehensive overview of Project Management. The course addresses the culture, principles, ethics, and basic techniques of project management. The course reviews the general stages of a project and describes how the stages are interrelated. Basic concepts and tools of project management (i.e., introduction and use of MS Project) as well as work breakdown structure, scheduling, process improvement, strategic planning, and risk management are introduced and used in classroom team projects that provide real world, hands on experience for the MSM candidate.

### **MGMT 6323: EMOTIONAL INTELLIGENCE, MEDIATION, AND CONFLICT RESOLUTION**

Research shows that emotional intelligence is much more powerful than IQ (and technical expertise) in determining who emerges as an effective manager/leader. IQ (and technical expertise) are threshold or baseline competencies that help you to get in the door, but alone they do not make you a star (performer). Emotional Intelligence can. Although most conflicts are best resolved at the lowest level, there are occasions when a good mediator can effectively intercede and minimize the chances of the conflict escalating or losing an otherwise good employee. And, there are times when—in order to resolve a conflict—you need to have a crucial conversation (e.g., where opinions vary, and emotions and stakes are high). How do you prepare for a crucial conversation? This course is a living laboratory where students can safely practice applying all of these concepts/skills.

**ACCT 6013: ACCOUNTING AND FINANCE FOR MANAGERS**

This course focuses on accounting as the language of business and explores the information that is communicated by financial statements and other accounting reports. The course also will include financial management topics such as cash flow planning, budgeting and working capital management. Emphasis will be placed on the use of financial information for decision making. This course will also provide a foundation for students as they prepare a business plan in the Entrepreneurship course.

**MKTG 6003: MARKETING MANAGEMENT**

This course examines the issues involved in organizing and operating start-up businesses and new ventures, as well as the role of marketing in today's organization. Attention is given to the ethical, social, and economic problems faced by marketing managers.

**MGMT 6523: ENTREPRENEURSHIP**

Successful managers possess the skill set to develop a business plan. The student will identify new business idea and identify the market needs for the product/service, set financial goals, identify the unique features of the product/service, identify their business model, research the competitive market, identify the ideal target market and pricing strategies, determine their branding strategies, determine the best legal form of doing business, put together a management and organizational plan, conduct sales projections and produce a three-year income statement, determine what kind of funding they will need for operations and growth and present their completed business plan.

**MGMT 6223: STRATEGIC HUMAN RESOURCE MANAGEMENT**

An overview of the major functions of human resources, including equal employment opportunity, affirmative action, assessing and maximizing the job-person match, managing performance, recruitment, selection and staffing, employee development, compensation, incentives and benefits administration, work design and labor unions. Emphasis will be placed on the transactional and transformational nature of strategic HRM (e.g., legal issues, ethical implications and practical applications related to organizational strategy and effectiveness).

**MGMT 6303: ORGANIZATIONAL DEVELOPMENT**

This course examines the various factors that impact human and organizational performance as well as the structural and environmental forces influencing the change management process within the organizations. Issues studied include: root causes of performance problems, cost-effective interventions, strategies for the management of planned change, resistance to change, the role of change agents, intervention strategies and team development.

**MGMT 7003: GLOBAL BUSINESS IMMERSION EXPERIENCE****Elective**

This course consists of two parts: 1) an elective online course and 2) an overseas trip. This collective experience is designed to provide adult students, from multiple academic disciplines and academic levels, with global opportunities to see society in transformation. Each destination (e.g., China, United Arab Emirates, Czech Republic, India, Israel & South Africa) examines the impact of Social, Spiritual, Education and Economic influences on individuals and on society. This Transformation Model provides a framework to see God at work globally. The interdisciplinary nature of this learning experiences equips students to process transformation through multiple filters (e.g., a global business perspective). The course is designed to encourage participants to explore their calling while serving where God has called them to serve.

---

## MBA IN HEALTHCARE MANAGEMENT

---

The Master of Business Administration in Healthcare Management at MidAmerica Nazarene University is a three-year, 45 credit-hour program designed to accelerate the career of healthcare professionals. The MBA in Healthcare Management is a workforce-ready learning program designed for healthcare professionals, including physicians, who wish to move into key leadership roles within their respective hospital or clinic where the focus is upon the business side of the healthcare enterprise. The MBA in Healthcare Management emphasizes the following objectives:

1. Application – the ability to apply business tools, skills, and concepts in innovative ways to improve the probability of successful management decision making.
2. Innovation – the ability to use business tools, skills, and concepts in innovative ways to improve the probability of successful management decision making.
3. Ethical Leadership – the ability to critically analyze and question knowledge claims in the business setting and illustrate adherence to an ethical approach in decision making.
4. Healthcare – the ability to provide structure and oversight for quality care while optimizing patient outcomes and maximizing reimbursement.

### **Regular Admission:**

The requirements for admission to graduate study for the Master of Business Administration degree include:

- Bachelor's degree from a regionally accredited college or university.
- Minimum overall grade-point average of 3.0 in the last 60 semester hours of coursework.
- If the student already has a master's degree and is seeking another and has a 3.00 GPA or better in that master's degree, they will be admitted to the program.
- Completion of the MBA Policy Checklist.
- If applicants do not have College Algebra or Business Statistics on their undergraduate transcript, they will be required to complete a free Math Refresher course.
- If applicants do not have an undergraduate business or business-related degree, they will be required to complete online assessments and tutorials in economics, accounting, or finance known as the graduate leveling program.

### **Conditional Admission:**

An individual who does not meet regular admission requirements but who desires to pursue work leading to a Master of Business Administration degree at MidAmerica Nazarene University may be permitted to enroll conditionally. Regular status may be gained after completion of acceptable work at MidAmerica Nazarene University with a grade point average of 3.0 for the first twelve hours of graduate study.

### **Transfer Credit:**

A maximum of six graduate credit hours can be transferred in toward completion of the MBA degree.

The course(s) for which transfer credit hours are requested must be judged comparable in terms of content and quality to the relevant MNU MBA course(s). Requests for transfer credit are reviewed by the Chair of the Graduate Studies in Management Program in consultation with GSM faculty, as appropriate. Additionally, hours for which transfer credit is requested:

- must have been earned as graduate credit at an accredited institution.
- must not have been used to meet the requirements for any degree that student

previously earned.

- must have been awarded no more than five years prior to the date the student completes his/her current program requirements.
- must have been awarded a grade of “B” or better.

The MBA in Healthcare Management program is offered online (Exception: Emotional Intelligence, Mediation and Conflict Resolution and the Residency Practicum are on-ground/on-campus courses. For more information, contact the Professional and Graduate Studies Admissions office (913-971-3008).

### Application Process:

1. Complete online application. There is no application fee for this program.
2. Submit official transcripts from a regionally accredited college or university verifying earned bachelor’s degree and additional transcripts if needed to reflect most recent 60 hours of college or university credit earned.

### REQUIREMENTS FOR THE MBA IN HEALTHCARE MANAGEMENT DEGREE

MGMT 6001	Graduate Studies for Success	1
MGMT 6002	Personal and Corporate Ethics	2
COMP 6213	Technology for Managers	3
MGMT 6103	Organizational Leadership	3
ECON 6003	Managerial Economics	3
PMGT 7003	Foundations of Project Management	3
MKTG 6003	Marketing Management	3
MGMT 6603	Applied Quantitative Methods	3
HCMG 6143	Healthcare Law	3
ACCT 6003	Accounting Theory and Practice	3
MGMT 6303	Organizational Development	3
MGMT 6323	Emotional Intelligence, Mediation & Conflict Resolution	3
HCMG 6123	Strategic Planning and Financial Management	3
HCMG 6133	Quality and Regulation Management	3
HCMG 6653	Healthcare Practice Management	3
HCMG 7003	Residency Practicum	3
		45 hours

*Many of the MBA in Healthcare Management courses are available in both on-site and online formats (Exceptions: MGMT 6323 & HCMG 7003 are only offered on-site. HCMG 6143, HCMG 6123, HCMG 6133 & HCMG 6653 are only offered online). Contact the MBA recruiter for more information.*

## COURSE DESCRIPTIONS

### **MGMT 6001: Graduate Studies for Success**

This course will focus upon the factors that make graduate adult students successful when attempting to balance work, family, and church/community obligations/demands with weekly MBA course requirements. Students will master Moodle proficiencies to effectively navigate MNU's learning management system and other technologies. Students will have a hands-on experience with various online library research tools and sources that they will need when completing projects and papers for course requirements. A portion of this course will also be devoted to building the cohort community as students will spend the next 24 months together on their MBA learning journey.

### **MGMT 6002: Personal and Corporate Ethics**

This course will examine ethical theories as they relate to various contemporary issues in business. Conceptual models for improving the clarity and consistency of ethical judgment in business settings will be addressed. Special consideration will be given to the application of Christian ethical principles to decision making.

### **COMP 6213: Technology for Managers**

This course examines how information systems and technology tools can be used to create value and to better achieve both organizational objectives and individual productivity. The course examines the disruptive nature of many of the new and developing technologies. It also considers conditions needed for technology to be accepted and utilized within organizations. The course looks at technology from both an internal and external communication perspective. From an internal perspective, students will learn some of the best practices of utilizing existing and developing technologies for internal communication, collaboration and productivity. From an external perspective, students will learn some of the best practices of utilizing the developing technologies for building stronger connections and relationships with customers.

### **MGMT 6103: Organizational Leadership**

This course focuses on the concept of leadership in organizations. Students will understand the complexity of structural, political, symbolic, and human resource issues in applying a framework for analyzing leadership in organizations. Students will also build skills for modeling an authentic voice for leadership through the use of effective presentation skills.

### **ECON 6003: Managerial Economics**

This course provides an application of economic theory to problems of the organization. Applicable microeconomic topics are explored. Emphasis is on the use of economic information for decision making.

### **PMGT 7003: Foundations of Project Management**

This course provides a comprehensive overview of Project Management. The course addresses the culture, principles, ethics, and basic techniques of project management. The course reviews the general stages of a project and describes how the stages are interrelated. Basic concepts and tools of project management as well as work breakdown structure, scheduling, process improvement, strategic planning, and risk management are introduced and used in classroom team projects that provide real world, hands on experience for the MBA candidate.

### **MKTG 6003: Marketing Management**

This course examines the issues involved in organizing and operating start-up businesses and new ventures, as well as the role of marketing in today's organization. Attention is given to the ethical, social, and economic problems faced by entrepreneurs and marketing managers.

**MGMT 6603: Applied Quantitative Methods**

This course is project based and examines the quantitative research methodologies appropriate for the study of organizational problems. Students will learn about data collection and analysis techniques, and acquire knowledge of statistical methods appropriate for the analysis of organizational data.

**HCMG 6143: Healthcare Law**

Examines laws associated with healthcare facility operations in the 21<sup>st</sup> century including those that directly impact governing boards, physicians, directors/administrators, investors, and the public. Methods to assure compliance with corporate auditing accountability regulations, financial disclosures, investor protection statutes, anti-kickback laws, healthcare provider self-referral, and governing board legal responsibilities are explored. Investigates Omnibus Reconciliation Acts; their content and stipulations affecting the provision of healthcare.

**ACCT 6003: Accounting Theory and Practice**

Students will approach accounting as the language of business and explore the information that is communicated by financial statements and other accounting reports. Both financial and managerial accounting concepts will be explored. Emphasis will be placed on the usefulness of accounting data for decision making.

**MGMT 6303: Organizational Development**

This course examines the structural and environmental forces influencing the management process within organizations. Issues studied include: resistance to change, the role of change agents, intervention strategies and team development.

**MGMT 6323: Emotional Intelligence, Mediation & Conflict Resolution**

Research shows that emotional intelligence is much more powerful than IQ (and technical expertise) in determining who emerges as an effective manager/leader. IQ (and technical expertise) are threshold or baseline competencies that help you to get in the door, but alone they do not make you a star (performer). Emotional Intelligence can. Although most conflicts are best resolved at the lowest level, there are occasions when a good mediator can effectively intercede and minimize the chances of the conflict escalating or losing an otherwise good employee. And, there are times when—in order to resolve a conflict—you need to have a crucial conversation (e.g., where opinions vary and emotions and stakes are high). How do you prepare for a crucial conversation? This course is a living laboratory where students can safely practice applying all of these concepts/skills.

**HCMG 6123: Strategic Planning and Financial Management**

Introduces the concept of a strategic plan and the importance of linking this with an organization's mission and ethos. Basic principles associated with program, project, and service line fiscal management, price-setting, budget preparation, return on investment, cost-benefit analysis, managed care contracting, and value-based purchasing are discussed and applied. Emphasis is placed on acquiring a financial vocabulary to communicate with various stakeholders. Financial reports such as balance sheets, budget forms, and expense reports are studied and formulated.

**HCMG 6133: Quality and Regulation Management**

Integrates the concepts of outcomes management and research as the basis to improve the quality and effectiveness of health care organizations. Program evaluation, performance improvement, and other methods of measuring outcomes are examined for their utility within the health care setting. Systematic approaches for analyzing and evaluating processes of care delivery and their impact on client populations, organizational processes, and communities are considered. National quality data bases and national benchmarking is explored. Accreditation and/or regulatory requirements will be presented. Through readings, projects, and various interactions students develop an informed basis for leading quality improvement efforts in various healthcare settings.

**HCMG 6653: Healthcare Practice Management**

Provides an overview of healthcare informatics and its current use by both public and private healthcare agencies. Teaches students to navigate and enter data into complex healthcare databases. Explores the interpretation and evaluation of quality indicators within databases to maximize reimbursement in a variety of settings. Investigates human resource management concepts including interviewing, hiring, orienting, and competency verification, while the guidelines and statutes governing these issues are explored. Conceptual aspects of control, problem solving/decision-making, effective communication, conflict resolution, progressive disciplinary action, delegation, and team building are applied to a variety of situational contexts.

**HCMG 7003: Residency Practicum**

Integrates the knowledge, skills, and expertise gained throughout the MBA in Healthcare Management course of study in a culminating project. Provides students with the opportunity to engage in a force-field analysis or action research project at their practicum site, which will help them gain a broader worldview and vision. This course includes a mentored practicum experience. The faculty advisor and practicum site mentor provide support and guidance to help plan and implement learning experiences. This is the final course taken in the MBA in Healthcare Management Program.

---

## Post-MBA Certificate in Healthcare Management

---

For those healthcare professionals who have already earned an MBA from a regionally accredited college or university, the Post-MBA Certificate in Healthcare Management accelerates their careers in leadership positions by adding the following 18-credit hours that make up this certificate. The Post-MBA Certificate in Healthcare Management is a workforce-ready learning program designed for healthcare professionals who wish to move into key leadership roles within their respective hospital or clinic where the focus is upon the business side of the healthcare enterprise. The Post-MBA Certificate in Healthcare Management emphasizes the following objectives:

1. Application – the ability to apply business tools, skills, and concepts in innovative ways to improve the probability of successful management decision making.
2. Innovation – the ability to use business tools, skills, and concepts in innovative ways to improve the probability of successful management decision making.
3. Ethical Leadership – the ability to critically analyze and question knowledge claims in the business setting and illustrate adherence to an ethical approach in decision making.
4. Healthcare – the ability to provide structure and oversight for quality care while optimizing patient outcomes and maximizing reimbursement.

**Admission Procedures and Requirements:**

Admission status is determined by the Chair, Graduate Studies in Management Department.

**Regular Admission:**

The requirements for admission to graduate study for the Master of Business Administration degree include:

- Bachelor's degree from a regionally accredited college or university.
- Verification that they have earned an MBA from a regionally accredited college or university.
- Completed application.
- There is no application fee for this program.
- Official transcripts of all post-secondary work (MNU alumni disregard).
- Minimum overall grade-point average of 3.0 in their MBA coursework.

**Application Process:**

1. Complete online application. There is no application fee for this program.
2. Submit official transcripts from a regionally accredited college or university verifying earned MBA degree and additional transcripts if needed to reflect most recent 60 hours of college or university credit earned.

**REQUIREMENTS FOR THE POST-MBA CERTIFICATE IN HEALTHCARE MANAGEMENT**

HCMG 6143	Healthcare Law	3
MGMT 6323	Emotional Intelligence, Mediation & Conflict Resolution	3
HCMG 6123	Strategic Planning and Financial Management	3
HCMG 6133	Quality and Regulation Management	3
HCMG 6653	Healthcare Practice Management	3
HCMG 7003	Residency Practicum	3
		18 hours

*The Post-MBA Certificate in Healthcare Management Program is available in hybrid format. MGMT 6323 & HCMG 7003 are only offered on-site. HCMG 6143, HCMG 6123, HCMG 6133 & HCMG 6653 are only offered online. Contact the MBA recruiter for more information.*

**COURSE DESCRIPTIONS****HCMG 6143: Healthcare Law**

Examines laws associated with healthcare facility operations in the 21<sup>st</sup> century including those that directly impact governing boards, physicians, directors/administrators, investors, and the public. Methods to assure compliance with corporate auditing accountability regulations, financial disclosures, investor protection statutes, anti-kickback laws, healthcare provider self-referral, and governing board legal responsibilities are explored. Investigates Omnibus Reconciliation Acts; their content and stipulations affecting the provision of healthcare.

**MGMT 6323: Emotional Intelligence, Mediation & Conflict Resolution**

Research shows that emotional intelligence is much more powerful than IQ (and technical expertise) in determining who emerges as an effective manager/leader. IQ (and technical expertise) are threshold or baseline competencies that help you to get in the door, but alone they do not make you a star (performer). Emotional Intelligence can. Although most conflicts are best resolved at the lowest level, there are occasions when a good mediator can effectively intercede and minimize the chances of the conflict escalating or losing an otherwise good employee. And, there are times when—in order to resolve a conflict—you need to have a crucial conversation (e.g., where opinions vary and emotions and stakes are high). How do you prepare for a crucial conversation? This course is a living laboratory where students can safely practice applying all of these concepts/skills.

**HCMG 6123: Strategic Planning and Financial Management**

Introduces the concept of a strategic plan and the importance of linking this with an organization's mission and ethos. Basic principles associated with program, project, and service line fiscal management, price-setting, budget preparation, return on investment, cost-benefit analysis, managed care contracting, and value-based purchasing are discussed and applied. Emphasis is placed on acquiring a financial vocabulary to communicate with various stakeholders. Financial reports such as balance sheets, budget forms, and expense reports are studied and formulated.

**HCMG 6133: Quality and Regulation Management**

Integrates the concepts of outcomes management and research as the basis to improve the quality and effectiveness of health care organizations. Program evaluation, performance improvement, and other methods of measuring outcomes are examined for their utility within the health care setting. Systematic approaches for analyzing and evaluating processes of care delivery and their impact on client populations, organizational processes, and communities are considered. National quality data bases and national benchmarking is explored. Accreditation and/or regulatory requirements will be presented. Through readings, projects, and various interactions students develop an informed basis for leading quality improvement efforts in various healthcare settings.

**HCMG 6653: Healthcare Practice Management**

Provides an overview of healthcare informatics and its current use by both public and private healthcare agencies. Teaches students to navigate and enter data into complex healthcare databases. Explores the interpretation and evaluation of quality indicators within databases to maximize reimbursement in a variety of settings. Investigates human resource management concepts including interviewing, hiring, orienting, and competency verification, while the guidelines and statutes governing these issues are explored. Conceptual aspects of control, problem solving/decision-making, effective communication, conflict resolution, progressive disciplinary action, delegation, and team building are applied to a variety of situational contexts.

**HCMG 7003: Residency Practicum**

Integrates the knowledge, skills, and expertise gained throughout the MBA in Healthcare Management course of study in a culminating project. Provides students with the opportunity to engage in a force-field analysis or action research project at their practicum site, which will help them gain a broader worldview and vision. This course includes a mentored practicum experience. The faculty advisor and practicum site mentor provide support and guidance to help plan and implement learning experiences. This is the final course taken in the MBA in Healthcare Management Program.

# GRADUATE STUDIES IN COUNSELING

---

---

- Master of Arts in Counseling
- Post-Master’s Certificate in Play Therapy Certification
- Graduate Certificate in Sexual Addictions Treatment Provider Certification

# Department of Graduate Studies in Counseling

Course Offerings: Counseling, Play Therapy, Sexual Addictions Treatment Provider

## Statement of Mission:

The Master of Arts in Counseling Program is dedicated to training clinically competent counselors who are able to integrate faith and practice into a strong counselor identity. We seek to develop compassionate and self-aware professionals who are ethically and culturally sensitive life-long learners.

## FACULTY

**Todd Frye**, (2007- ) Professor, Chair, Department of Graduate Studies in Counseling  
B.S., Psychology, Northwest Nazarene University; M.Ed., Northwest Nazarene University;  
Ph.D., Idaho State University.

**Amy Cain**, (2012- ) Assistant Professor, Clinical Director, Community Counseling Center  
B.S., Missouri State University; M.A., MidAmerica Nazarene University.

**Mary Fry**, (2009- ) Professor

B.A., University of Missouri; M.S., Baylor University; Ph.D., Regent University.

**Acha Goris**, (2013- ) Associate Professor

B.A., Wesley International Bible College; M.A., Theological College of Northern Nigeria;  
M.A., Cincinnati Christian University; Ed.D., University of Cincinnati.

**Paul Hoard**, (2018- ) Assistant Professor

B.A., Grace College, M.A., Grace College Graduate School, Ph.D., Regent University

**Taylor Johnson**, (2015- ) Assistant Professor

B.A. MidAmerica Nazarene University; M.A., MidAmerica Nazarene University, Ph.D.,  
Regent University.

**Andrew Secor**, (2013- ) Assistant Professor of Counseling

B.A., MidAmerica Nazarene University; M.A., MidAmerica Nazarene University.

The Counseling program at MidAmerica Nazarene University strives to train and equip graduate students to face the challenges of working with a hurting and vulnerable population. Our diverse programs and experienced faculty provide numerous opportunities for students to actively engage these disciplines. Specific emphasis on the acquisition of essential knowledge and the development of required skills and dispositions is essential to our core mission.

As our world shifts due to more technological connection, exposure to diverse people groups, and increased pace of change we emphasize the core attributes of:

- Strong critical thinking skills
- Excellence in writing and verbal communication
- Empathic engagement with human need and suffering
- Flexible knowledge base
- Engaged Christian worldview

The Graduate Studies in Counselor Education Department offers professional degree programs to train clinically competent counselors who are able to integrate faith and practice into a strong counselor identity. The Master of Arts in Counseling program is nationally accredited by the Council for Accreditation of Counseling & Related Educational Programs (CACREP) and has

three specialty tracks for students. The tracks include:

- Clinical Mental Health Counseling
- School Counseling
- Marriage, Couple, and Family Counseling

An emphasis in Spiritual Formation and Counseling can be added to the curriculum for any of the three specialty tracks listed above. The graduate studies department also includes advanced training for those who have completed graduate school and wish to receive specialty instruction in the areas of sexual addictions and play therapy. Both established and recently graduated professionals can obtain the following designations:

- **Certificate in Play Therapy** (meets requirements for the Registered Play Therapist credential)
- **Certificate in Sexual Addictions Treatment Provider**

---

## MASTER OF ARTS IN COUNSELING

---

### Objectives:

The Master of Arts in Counseling degree is part of MidAmerica Nazarene University's Counselor Education Department. The Master of Arts in Counseling program incorporates a high level of scholarship with real-world application, supervision of clinical work and a Christian worldview oriented toward integrating faith and practice. An overarching goal of our program is to first train you how to be a professional counselor and then to allow you to choose an area of emphasis. The three areas of concentration include marriage, couple and family counseling, clinical mental health counseling and school counseling. An emphasis of spiritual formation in counseling can be added to any of the concentration areas. Students are prepared to work in a variety of work settings depending on their areas of emphasis such as schools or universities, community agencies, hospitals, churches, private practices, or employee assistance programs.

The Masters of Arts in Counseling Program for school counseling, clinical mental health counseling, and marriage couple and family counseling is professionally accredited by the Counsel for Accreditation of Counseling and Related Educational Programs (CACREP).

### Program Objectives:

- Students will have knowledge about the profession of counseling including history, professional roles, organizational structures, ethics, standards and credentialing.
- Students will have knowledge of social and cultural diversity including the cultural context of relationships, issues and trends in a multicultural society.
- Students will gain an understanding of the nature and needs of persons at all developmental levels and in multicultural contexts.
- Students will be knowledgeable and understand career development and related life factors.
- Students will have knowledge of the helping relationship to include an understanding of the counseling process in a multicultural society.
- Students will be knowledgeable about group work including group purpose, development, dynamics, theories, methods and skills, and other group approaches in a multicultural society.
- Students will be knowledgeable about assessments to include an understanding of individual and group approaches to assessment and evaluation in a multicultural society.
- Students will be knowledgeable about research methods, statistical analysis, needs assessment, and program evaluation.
- Students will be knowledgeable about the role that personal faith or belief systems play in the counseling process.

### Admission Requirements:

- Bachelor's degree from a regionally accredited college or university.
- Minimum cumulative GPA of 3.0 or higher in the last 60 hours of undergraduate coursework OR GPA of 3.2 or higher in the last 30 hours of undergraduate coursework.
- Completed and approved writing assessment, arranged with the Counseling Department.
- TOEFL score of 600 or greater for applicants that identify English as a second language.
- This program has a competitive selection process with limited enrollment.

**Application Process:**

- Complete online application.
- Submit official transcript from a regionally accredited college or university verifying earned bachelor's degree.
- Arrange and complete writing assessment, working with Counseling Department.
- Submit 3 professional and/or academic recommendations.
- Complete ½ day comprehensive interview session with graduate faculty upon successful completion of all other admission requirement.

**REQUIREMENTS FOR THE MAC DEGREE***Core Courses*

COUN 6193	Counselor Orientation & Ethics	3
COUN 6213	Lifespan Development	3
COUN 6223	Theories of Counseling	3
COUN 6313	Family Counseling	3
COUN 6323	Group Counseling	3
COUN 6413	Psychodiagnosis	3
COUN 6423	Multicultural Counseling	3
COUN 6433	Helping Skills For Counselors	3
COUN 6512	Childhood & Adolescent Counseling	2
COUN 6613	Individual & Family Assessment	3
COUN 7611, 7621, 7631, or 7641	Advanced Theories (Choose 1)	2
COUN 6623	Career Counseling	3
COUN 6713	Research for Counselors	3
COUN 6723	Addictions Counseling	3
	Specialty track coursework	<u>20</u>
		60 hours

**COURSE DESCRIPTIONS****COUN 6193: COUNSELOR ORIENTATION & ETHICS**

This course summarizes the profession of counseling and its unique identity and contribution within the overall helping profession. Included in this review will be its history, standards, professional organizations, accreditation, credentialing, certification, and licensure. Students will also be introduced to the 8 CACREP core areas that form professional counselors in training. Ethics of the profession, including issues, legal aspects and decision-making processes will also be thoroughly covered. Special consideration will be given to ethical issues in working with diverse populations

**COUN 6213: LIFESPAN DEVELOPMENT**

This course is an examination of theoretical constructs related to the development process and developmentally based behavior patterns across the entire lifespan. The course will also examine accepted theories and current research in learning theory and behavior.

**COUN 6223: THEORIES OF COUNSELING**

This course is a critical analysis of selected classical and contemporary theories in counseling, with examination of each theory's history, philosophy, forms of interventions and desired outcomes. Special attention will be given to unique cultural considerations as each theory is analyzed.

**COUN 6313: FAMILY COUNSELING**

This course is an introduction to the history and application of family systems counseling and the broad range of family theories that have been used within the tradition of family counseling.

The students will be able to identify and understand assessment techniques, intervention strategies, and resources needed to support families. Unique family characteristics, such as ethnic and cultural considerations will also be reviewed to highlight the diversity that exists within families.

**COUN 6323: GROUP COUNSELING**

This course introduces students to group dynamics, group leadership, and group techniques as they pertain to different group therapy contexts. Dual emphasis is placed on dynamics of group behavior and practical application of group counseling.

**COUN 6413: PSYCHODIAGNOSIS**

This course is an introduction to clinical diagnostic criteria and related clinical assessment strategies utilizing the diagnostic criteria outlined in the Diagnostic and Statistical Manual for the assessment of mental and emotional disorders.

**COUN 6423: MULTICULTURAL COUNSELING**

This course is an examination of philosophical assumptions of multiculturalism; ethical considerations related to multiculturalism; individual, family, and group strategies with diverse populations; multicultural and pluralistic trends; identity development models; and indigenous counseling approaches.

**COUN 6433: HELPING SKILLS FOR COUNSELORS**

This course introduces students to the development of essential listening skills for counseling effectiveness, including an in depth look at principles and procedures of individual counseling and process models. This course includes the use of required video recording counseling interviews and role-plays.

**COUN 6512: CHILDHOOD & ADOLESCENT COUNSELING**

This course introduces students to the knowledge and skills needed to work effectively with children and adolescents. Emphasis will be place on the role of play, art, and other creative forms of therapy to therapeutically enhance and match the needs of this distinct population.

**COUN 6613: INDIVIDUAL & FAMILY ASSESSMENT**

This course encompasses the types, uses, and basic psychometrics involved in individual and family testing and assessment. Validity, reliability, and program evaluation concepts are covered, and students are introduced to elementary statistical concepts important to test interpretation and understanding testreviews.

**COUN 6623: CAREER COUNSELING**

This course reveals the basic principles, theories, and practices of career counseling with an emphasis on career choices over a life span. Students will gain exposure to the methods used to deliver career counseling services to individual, school, and organizational populations.

**COUN 6713: RESEARCH FOR COUNSELORS**

This course is an introduction to research and its role in the field of counseling. Included in this course are a review of research literature and design considerations including sampling, surveys and statistical tests.

**COUN 6723: ADDICTIONS COUNSELING**

This course covers all forms of addiction, with special attention to drug and alcohol addictions. Students will understand the basics of addictions by understanding its impact on individuals, families, and society as a whole. Common treatment philosophies and interventions for working with addicts will also be included.

*Students will choose ONE of the following advanced theories courses:*

**COUN 7611: ADVANCED THEORIES PSYCHODYNAMIC**

This is an advanced theory course that offers the student an opportunity to further explore the

theoretical framework and application of psychodynamic psychotherapy. Students who attend this course will leave with a greater understanding of how to integrate psychodynamic therapy into their work with clients throughout their internship experience.

#### **COUN 7621: ADVANCED THEORIES EXPERIENTIAL/ATTACHMENT**

This is an advanced theory course that offers the student an opportunity to further explore the theoretical framework and application of Experiential/Attachment based theory. Students who attend this course will leave with a greater understanding of how to integrate Experiential/Attachment based therapies into their work with clients throughout their internship experience.

#### **COUN 7631: ADVANCED THEORIES COGNITIVE BEHAVIOR**

This is an advanced theory course that offers the student an opportunity to further explore the theoretical framework and application of cognitive behavioral therapy. Students who attend this course will leave with a greater understanding of how to integrate cognitive behavioral therapy into their work with clients throughout their internship experience.

#### **COUN 7641: ADVANCED THEORIES POST MODERN**

This is an advanced theory course that offers the student an opportunity to further explore the theoretical framework and application of postmodern brief therapies. Students who attend this course will leave with a greater understanding of how to integrate post- modern brief therapies into their work with clients throughout their internship experience.

---

## **CLINICAL MENTAL HEALTH SPECIALTY**

---

Students who are preparing to work as clinical mental health counselors will demonstrate the professional knowledge, skills, and practices necessary to address a wide variety of circumstances within the clinical mental health counseling context.

In addition to the Master of Counseling core courses that all students must take, students who select a focus in Clinical Mental Health will also complete the following courses:

### **COURSE DESCRIPTIONS**

#### **COUN 6143: FOUNDATIONS OF MENTAL HEALTH COUNSELING**

This course is designed to be an introduction to the field of Clinical Mental Health counseling, helping students develop a general understanding of the roles and identity of a counselor and ethical, legal, and administrative issues that counselors may encounter. In addition, students will explore historical, sociological, and philosophical trends in mental health counseling.

#### **COUN 6523: PREVENTION & INTERVENTION IN MENTAL HEALTH**

This course is designed to educate students in mental health prevention and intervention in a multicultural society with special emphasis on emergency management and crises response.

#### **COUN 6563: PRACTICUM IN MENTAL HEALTH COUNSELING**

This course combines supervision, class work, and the practical utilization and critique of individual and group counseling techniques learned in Helping Skills in Counseling. These will be demonstrated through fieldwork, case conferences, and student video recordings. This course is taught using a group supervision model with no more than 12 students.

#### **COUN 7622: MENTAL HEALTH INTERNSHIP LEVEL I**

Counseling internship is designed to facilitate refinement of counseling and interviewing skills and the development of new skills. Through closely supervised one-to-one and group counseling experiences, the student can expand counseling techniques, intervention and

interpersonal relationship skills with opportunities to experience direct and specific feedback from the supervisors through video and/or audio recording and direct supervision. The focus of the field component of the course is to provide students with the opportunity to practice counseling skills in a supervised setting.

### **COUN 7723: MENTAL HEALTH INTERNSHIP LEVEL II**

Counseling internship is designed to facilitate refinement of counseling and interviewing skills and the development of new skills. Through closely supervised one-to-one and group counseling experiences, the student can expand counseling techniques, intervention and interpersonal relationship skills with opportunities to experience direct and specific feedback

from the supervisors through video and/or audio recording and direct supervision. The focus of the field component of the course is to provide students with the opportunity to practice counseling skills in a supervised setting.

### **COUN 7823: MENTAL HEALTH INTERNSHIP LEVEL III**

This course will be the concluding piece of supervised curricular experience, integrating professional knowledge, advanced clinical skill development, and interventions for mental health.

### **COUN 7863: MENTAL HEALTH ISSUES & ADVOCACY**

This course is designed to further enhance students' learning about specific issues and advocacy in mental health. Issues such as racism, discrimination, and poverty experienced by various multicultural groups will be addressed. Students will be given the opportunity to participate in advocacy projections at the local and/or national level.

---

## **SCHOOL COUNSELING SPECIALTY**

---

Students who are preparing to work as school counselors will demonstrate the professional knowledge, skills, and practices necessary to promote the academic, career, and personal/ social development of all P–12 students. Students are expected to meet both CACREP and Kansas Department of Education (KSDE) standards.

Students who do not have a Kansas professional teachers license are required to complete a parallel pathway design that includes two additional 3 credit hours (*COUN 6173: Elementary Field Experience* and *COUN 6183: Secondary Field Experience*). These classes meet the requirements by the Kansas Department of education to be licensed as a school counselor. For those students who wish to work in Missouri, the Missouri Department of Education will reciprocate once all Kansas requirements are met.

In addition to the Master of Counseling core courses that all students must take, students who select a focus in School Counseling will also complete the following courses:

### **COURSE DESCRIPTIONS**

#### **COUN 6133: FOUNDATIONS OF SCHOOL COUNSELING**

This course is an introduction to the profession of school counseling from K-12. The course will cover the history, philosophy and trends in school counseling. Basic understanding of the role and functions of a school counselor as a collaborator and leader will be covered. Importance will be placed on the school counselor as they interact within the school, family, and community context.

#### **COUN 6593: SCHOOL COUNSELING ISSUES**

This course covers basic issues that affect student personal, social, and academic functioning within a multicultural society. Students will learn school counseling guidance skills needed for

prevention and ongoing intervention in response to student issues. Special attention will be given to how school counselors collaborate with school, family, and community resources.

### **COUN 6553: PRACTICUM IN SCHOOL COUNSELING**

This course combines supervision, class work, and the practical utilization and critique of individual and group counseling techniques learned in Helping Skills in Counseling. These will be demonstrated through fieldwork, case conferences, and student video recordings. This course is taught using a group supervision model with no more than 12 students.

### **COUN 7612: SCHOOL COUNSELING INTERNSHIP LEVEL I**

This course is a distinctly defined, post practicum, supervised curricular experience intended to enable students to refine and enhance basic counseling skills, develop more advanced

counseling interventions, and integrate professional knowledge and skills appropriate to initial professional placement as a school counselor.

### **COUN 7713: SCHOOL COUNSELING INTERNSHIP LEVEL II**

This course continues the curricular experience intended to enable students to refine and enhance more advanced counseling skills, counseling interventions, and integrate professional knowledge and skills appropriate to professional placement as a school counselor.

### **COUN 7813: SCHOOL COUNSELING INTERNSHIP LEVEL III**

This course will be the concluding piece of supervised curricular experience, integrating professional knowledge, advanced clinical skill development, and interventions for school counseling.

### **COUN 7853: SCHOOL COUNSELING PROGRAM DEVELOPMENT**

This course introduces students to current state and national school counseling program models, development, implementation, measurement and evaluation. Attention will also be placed on programming interventions and how these are coordinated within the school system. Students will be given the opportunity in this course to be a part of designing a school counseling program.

*Note: As stated above the Kansas Department of Education requires students who do not have a Kansas professional teaching license to take two additional field experience classes. Course descriptions are listed below:*

### **COUN 6173: ELEMENTARY FIELD EXPERIENCE**

The purpose of this 40-clock hour field experience is to explore the roles of school counselors, classroom teachers, and the systems and services available in elementary school. The field experience provides an opportunity for students to perform a variety of professional activities that regularly employed staff members in public school settings are expected to know and perform. Graduate students are placed in schools in which site supervisors (classroom teachers) are interested in, and committed to, providing a quality training experience. This experience is a requirement for students in the graduate school counseling program who are not licensed teachers in Kansas.

### **COUN 6183: SECONDARY FIELD EXPERIENCE**

The purpose of this 40-clock hour field experience is to explore the roles of school counselors, classroom teachers, and the systems and services available in secondary school. The field experience provides an opportunity for students to perform a variety of professional activities that regularly employed staff members in public school settings are expected to know and perform. Graduate students are placed in schools in which site supervisors (classroom teachers) are interested in, and committed to, providing a quality training experience. This experience is a requirement for students in the graduate school counseling program who are not licensed teachers in Kansas.

*Note: At the completion of the program, students apply for an Initial School Specialist license*

*(school counseling), and have two years before they need to apply for a Professional School Specialist license. Those who have followed the Direct Entry path (without a professional teaching license) need to complete two semesters of university supervision. MNU offers this supervision experience.*

---

## MARRIAGE, COUPLE AND FAMILY COUNSELING SPECIALTY

---

Students preparing to work as marriage, couple, and family counselors are expected to possess the knowledge, skills, and practices necessary to address a wide variety of issues in the context of relationships and families.

In addition to the CACREP common core curricular objectives, students will learn the following:

### COURSE DESCRIPTIONS

#### **COUN 6153: SYSTEMATIC FOUNDATIONS AND FAMILY ISSUES**

This course is an advanced study of systems theory and research as it applies to the family. Issues that affect the family, such as substance abuse, physical/emotional abuse, divorce and remarriage, discrimination and bias, grief and loss, and societal trends will be explored as they relate to family adjustments across the life cycle stages. Students will acquire the knowledge to assess individuals and family problems as they exist within the context of their system and be able to identify core issues and treatment strategies that are consistent with this view.

#### **COUN 6533: COUPLE COUNSELING**

This course focuses on couple issues and their impact on families and society as a whole, as well as multiple theories, strategies, and preventative approaches used in couple's counseling. Special emphasis will be placed on issues of couple functioning as they relate to sexuality, life-cycle dynamics, family of origin and intergenerational influences, culture, socioeconomic status, and belief systems.

#### **COUN 6573: PRACTICUM IN MARRIAGE, COUPLE, & FAMILY COUNSELING**

This course combines supervision, class work, and the practical utilization and critique of individual and group counseling techniques learned in Helping Skills in Counseling. These will be demonstrated through fieldwork, case conferences, and student video recordings. This course is taught using a group supervision model with no more than 12 students.

#### **COUN 7632: MARRIAGE, COUPLE, AND FAMILY INTERNSHIP LEVEL I**

Counseling internship is designed to facilitate refinement of counseling and interviewing skills and the development of new skills. Through closely supervised one-to-one and group counseling experiences, the student can expand counseling techniques, intervention and interpersonal relationship skills with opportunities to experience direct and specific feedback from the supervisors through video and/or audio recording and direct supervision. The focus of the field component of the course is to provide students with the opportunity to practice counseling skills in a supervised setting.

#### **COUN 7733: MARRIAGE, COUPLE, AND FAMILY INTERNSHIP LEVEL II**

Counseling internship is designed to facilitate refinement of counseling and interviewing skills and the development of new skills. Through closely supervised one-to-one and group counseling experiences, the student can expand counseling techniques, intervention and interpersonal relationship skills with opportunities to experience direct and specific feedback from the supervisors through video and/or audio recording and direct supervision. The focus of the field component of the course is to provide students with the opportunity to practice counseling skills in a supervised setting.

**COUN 7833: MARRIAGE AND FAMILY INTERNSHIP LEVEL III**

This course will be the concluding piece of supervised curricular experience integrating professional knowledge, advanced clinical skill development, and interventions, of marital, couple and family counseling.

**COUN 7873: FAMILY EDUCATION EXPERIENCE**

This course is designed to expose students to a variety of family education materials that will assist the student in supporting families throughout their life-cycle stages. Emphasis will be given to different types of parent education along with opportunities to participate in delivering family education material. Emphasis will also be given to preventative approaches to family dysfunction and other family related barriers. Supervision and support will be provided as a part of this experience.

---

## **SPIRITUAL FORMATION AND COUNSELING EMPHASIS**

---

The spiritual formation and counseling emphasis is an additional 5 credit hours and can be taken in conjunction with any of the three specialty areas listed above. This emphasis will give students the professional knowledge and skills necessary to integrate faith and counseling.

In addition to the CACREP common core curricular objectives, students will learn the following:

### **COURSE DESCRIPTIONS**

**COUN 6913: FOUNDATIONS OF CHRISTIAN FAITH AND COUNSELING**

This course provides the student with an introduction to the theoretical, conceptual and practical issues involved in the integration of faith and counseling. Students will be exposed to different models of integration through a critical analysis of the philosophical and theological framework of understanding the intersection of counseling, psychopathology, and the process of change.

**COUN 6542: SPIRITUAL ISSUES IN COUNSELING**

This course will cover theoretical modality, confession of faith/traditioning and Christian integration as it relates to the counseling process. Students will apply theoretical modality to their own theory of persons and theory of change as a means of deepening their ability to effectively integrate faith into counseling.

---

## POST-MASTER'S CERTIFICATE IN PLAY THERAPY

---

The MidAmerica Nazarene University Play Therapy Certificate program is a “University Approved Center” by the Association for Play Therapy (APT). This designation is the highest recognition offered by APT. The certificate program is an accelerated 12-hour post-graduate program designed to meet the post-master’s requirements specified by APT to obtain Registered Play Therapists credentials.

Students will be prepared to provide play therapy in both public and private clinical settings. MNU takes a hands-on approach to a student’s learning experience. Students receive instruction in the best of contemporary play therapy theory blended with guided experience from true practitioners. This dual emphasis on theory and application means the student is well prepared for creating a dynamic interpersonal relationship between themselves and their clients.

### Admission Requirements:

- Master’s degree from a regionally accredited college or university.
- Current mental health license or actively working towards licensure.
- Current and active individual state licensure or certificate from their state’s department of education.

### Application Process:

- Complete online application.
- Submit official graduate transcripts.

### Program Requirements:

Courses include:

PLTH 8202	Childhood Diagnosis & Treatment	2
PLTH 8302	Neurobiology of Play	2
PLTH 8402	Sandtray Therapy	2
PLTH 8502	Filial Play Therapy	2
PLTH 8702	Play Therapy Techniques	2
		12 hours

## COURSE DESCRIPTIONS

### PLTH 8102: INTRODUCTION TO PLAY THERAPY I (2 CREDITS) CAMPUS/ ONLINE

This course will explore play therapy from its earliest beginnings and the rationale from using play media in counseling children. The client-centered theoretical approach will be explored and its application to cases will be discussed. Emphasis will be on creating and maintaining a counseling relationship with children that allows for the effective use of play media.

### PLTH 8202 CHILDHOOD DIAGNOSIS AND TREATMENT (2 CREDITS) CAMPUS/ ONLINE

This course will examine common childhood diagnoses that present for treatment, examine appropriate treatment plans for these diagnoses, discuss play themes within the context of child sessions, and discuss parent consultation methods. Students will have the opportunity to use these skills in conducting play sessions with children and parents.

**PLTH 8302: NEUROBIOLOGY OF PLAY (2 CREDITS) CAMPUS/ONLINE**

This course covers key neural developmental processes and sequences that contribute to critical concepts that are applicable to play therapy techniques with children of varying ages, diagnoses, and social-emotional trauma. Concepts of emotional contagion, divisions of the nervous system, brain divisions, and executive versus autonomic control will be reviewed in relationship to critical clinical treatment decisions. This will cover use of verbal and nonverbal, affective and cognitive, directive and nondirective interventions, as well as the role of empathy in play therapy.

**PLTH 8402: SANDTRAY THERAPY (2 CREDITS) CAMPUS**

This course will introduce the use of sand tray therapy as a therapeutic technique. It will explore the history and rationale of sandtray therapy and cover fundamental and sandtray techniques with individuals, families and groups. Students will have the opportunity to experience sandtray activities and will discuss application of the skills with children.

**PLTH 8502: FILIAL THERAPY (2 CREDITS) CAMPUS/ONLINE**

This course will show how parents are partners in play therapy by having special play sessions with their own children. Students learn how to train and supervise parents in this process.

**PLTH 8702: TECHNIQUES IN PLAY THERAPY (2 CREDITS) CAMPUS/ONLINE**

This course will demonstrate the necessity for the play therapist to have a tool kit with a variety of play techniques for different presenting problems. This course explores some directed activities that can be used with children of divorce, trauma, ADHD, grief, and other presenting issues.

---

## **GRADUATE CERTIFICATE IN SEXUAL ADDICTIONS TREATMENT PROVIDER**

---

The MNU Sexual Addictions Treatment Provider Certification is designed to train post-bachelor clinicians from a faith-based perspective.

This 15-hour program with a dual emphasis on quality training and clinical application is designed to prepare professionals for work in treating those who struggle with issues related to sexual obsessions and addictions. Students receive the training and professional credibility needed to specialize in sexual addictions treatment.

Latest research on the prevalence of those who struggle with sexual addictions reveals that around 37 million people struggle today with issues surrounding this crippling addiction. Fifteen years ago, therapists rarely talked about having to address sexual addictions within their practice. With the emergence of the Internet and other easily accessible images and experiences, therapists are now talking about 50% of their clientele presenting with sexual addictions as either a primary or secondary issue.

Traditional training programs in therapy have not been equipped with the resources to assist in preparing students for effective work with this population. Become certified to help these people with the SATP certification from MidAmerica Nazarene University.

**Admission Requirements:**

- Bachelor's degree (in mental health field or past courses in counseling, psychology, or sociology).
- History of strong academic performance.
- Three recommendations.
- Vita showing relevant professional or ministry experience.

**Application Process:**

- Complete online application.
- Submit official college or university transcripts.
- Submit three professional recommendations.

**Program Requirements:**

SATP 8013	Introduction to Sexual Addictions Treatment	3
SATP 8072	Neurobiology of Sexual Addictions	2
SATP 8022	Assessment & Diagnosis	2
SATP 8032	Couples' Work in Recovery	2
SATP 8042	Group Work in Recovery	2
SATP 8052	Spiritual Dimensions in Recovery	2
SATP 8062	Advanced Issues in Sexual Addiction Treatment	2
		15 hours

**COURSE DESCRIPTIONS****SATP 8013: INTRODUCTION TO SEXUAL ADDICTIONS TREATMENT**

This course is designed to introduce the learner to the history, philosophy and current trends in the treatment of sexual addictions. Students will explore the concept of healthy sexuality and the origins of sexually addictive behaviors, as well as identify models that inform the conceptualization and treatment of these addictive behaviors.

**SATP 8072: NEUROBIOLOGY OF SEXUAL ADDICTIONS**

This course explores the neurobiological underpinnings of addictions in general, with specific emphasis on process addictions and compulsive behavior. The impact of sexually addictive behaviors on neurological functioning will be examined by defining the salient structures and related operations most readily identified in the scientific literature. Therapeutic interventions, attachment dynamics and exercises designed to strengthen the brain regions experiencing the greatest degree of impact will be presented.

**SATP 8022: ASSESSMENT AND DIAGNOSIS**

This course is designed to equip the learner to provide a comprehensive psychological assessment of sexually addictive behaviors and associated concerns, such as depression, bipolar disorders, personality disorders, and co-morbid/co-addictive concerns. Special attention will be given to the PAI, IASC, ECR-S, DAS, SAST-R, and other instruments, as well as a SCID model for qualitative assessment of sexual addictions.

**SATP 8032: COUPLES' WORK IN RECOVERY**

This course is designed to provide a foundational understanding of the issues most pertinent to the dyadic recovery process. Specifically, this course will explore attachment and emotional regulation processes, building and rebuilding trust in the relationship, how recovery impacts the couple's development over time, and the issue of desirability.

**SATP 8042: GROUP WORK IN RECOVERY**

This course is designed to provide both a theoretical framework as well as practical application in the area of group work in the recovery of sexual addictions for individuals and couples. Specifically, students will understand the dynamics of a 12-step recovery group for sexual addicts, the importance of this group in maintaining sobriety, and the benefits of group membership for both the recovering addict and their partner.

**SATP 8052: SPIRITUAL DIMENSIONS IN RECOVERY**

This course is designed to provide a foundational understanding of spiritual emphases in the sexual addiction recovery process. Specifically, this class is designed to provide understanding of the various dimensions of spirituality as they influence individual, couples, and group modalities of recovery.

**SATP 8062: ADVANCED ISSUES IN SEXUAL ADDICTION TREATMENT**

This course is designed to educate students about advanced issues in the treatment of sexual addictions, including same sex attraction, healing trauma injuries, sex reintegration therapy, and the accountability process in sobriety maintenance.

# UNDERGRADUATE & GRADUATE EDUCATION

---

---

- Bachelor of Arts in Elementary Education
- Master of Education
  - Technology-Enhanced Teaching
  - Reading Specialist
- Master of Science in Instructional Design & Technology

# Department of Professional & Graduate Studies in Education

Course Offerings: Education

## Statement of Mission:

The Education programs at MNU follow the university's Wesleyan-Holiness tradition seeking to transform the individual through intellectual, spiritual, and personal development for a life of service to God, the church, the nation, and the world. As the university's mission is to educate and inspire servant leaders, the Education programs at MNU develop servant leaders in the field of education who honor God by demonstrating excellence in reflective and innovative practices, facilitating the P-12 intellectual, emotional, and character growth of all learners. Professional and Graduate Education programs are comprised of the Teacher Education and Professional & Graduate Studies in Education (PGSE) departments as well as a thriving Continuing Education Program.

## FACULTY

**Nancy L. Damron**, (2010- ) Professor; Dean, College of Arts and Sciences  
B.A., M.Ed., MidAmerica Nazarene University; Ph.D., University of Kansas

**Ellen Beckley-Hoefer**, (2009- ) Adjunct Instructor  
Ed.S., University of Missouri - Kansas City.

**Diane M. Bottomley**, (2012- ) Adjunct Instructor  
B.S., Eastern Illinois University; M.S., University of Illinois; Ph.D., University of Illinois

**Robin Breedlove**, (2015- ) Adjunct Instructor  
B.S., M.S., MidAmerica Nazarene University; ESL endorsement Kansas State University

**Pam Burrus**, (2015- ) Adjunct Instructor, Accelerated Elementary Education Program  
Coordinator

B.S., MidAmerica Nazarene University; M.S. Emporia State University; M.S. Emporia State  
University

**Linda Dortch**, (2016- ) Adjunct Instructor  
B.S.E., University of Central Arkansas MA University of Kansas

**Jenny Downs**, (2015- ) Adjunct Instructor  
B.A., M.A., MidAmerica Nazarene University

**Neil Friesland**, (1998- ) Professor  
B.A., MidAmerica Nazarene University; M.A. MidAmerica University; Ed.D., University of  
Kansas

**Martin H. Dunlap**, (2007- ) Associate Professor; Chair, Professional and Graduate Studies in  
Education

B.A., MidAmerica Nazarene University; M.M.E. University of Kansas; Ed.D., University of  
Kansas

**Kim Humerickhouse**, Professor,  
B.S. University of Central Oklahoma; M.S. Fort Hayes State University; Ph.D. University  
Nebraska-Lincoln

**Timothy Murray**, (2018- ) Adjunct Instructor  
B.A., ESL endorsement, MidAmerica Nazarene University; M.A. Avila University; Ed.D,  
Baker University

**Michael Ramirez**, (2010- ) Adjunct Professor  
B.S., Missouri State University; M.A., University of Missouri at Kansas City; M.E.T.,  
MidAmerica Nazarene University

**Marsha Ratzel**, (2008- ) Adjunct Instructor

B.A., Simmons College; M.A.T., Webster University.

**Dyane Smokorosky**, (2017-) Adjunct Instructor

B.A. Wichita State University; M.E.T. MidAmerica Nazarene University

**Trent Stern**, (2016-) Adjunct Instructor

B.S.E. University of Kansas; M.S. Emporia State University; Ed.D. Baker University

**Brant Winn**, (2015-) Adjunct Instructor

B.S., Missouri State University; M.S. University of Central Missouri; Ed.D. Columbia International University

**Laurie Winter**, (2015-) Adjunct Professor

M.S.E., University of Kansas; B.S.E. University of Kansas

**Ruth Waggoner**, (2018-) Assistant Professor, Director of Clinical and Field Based Experiences

B.A., MidAmerica Nazarene University; M.A., University of Kansas; Ed.D., Baker University

The Department of Professional & Graduate Studies in Education offers a non-traditional path for degree completion or licensure in Elementary Education. This accelerated program, Accelerated Elementary Education (AEE) Program, can lead to a degree and licensure.

Teacher candidates in this program learn through a pre-service program utilizing apprentice relationships and data-driven pedagogy. This develops reflective practitioners able to compassionately and enthusiastically serve all learners, lead in various content areas, contribute to the professional community, and through resourceful and innovative thinking, design student-centered instruction that embodies the interdisciplinary nature of knowledge.

The Professional & Graduate Studies in Education Department also offers advanced certificates and professional degree programs for elementary and secondary teachers. These online programs offer coherent, integrated coursework based on national teaching standards. The programs include:

Master of Education-Reading Specialist

Master of Education with an emphasis in Technology Enhanced Teaching

Master of Science Instructional Design and Technology

Teaching Online Certificate (TOC)

Reading Specialist Certificate

In-service teachers in these programs are guided to examine current instructional practices through data analysis, research, and academic writing in order to resourcefully infuse enhanced teaching methods to meet the needs of all learners. Graduates become servant leaders and mentors in their professional communities and the field of education.

The Education programs at MNU have an integrated approach to professional education programs based on a set of unifying outcomes designed to develop knowledge, skills, and dispositions needed for teaching. The unifying o are the building blocks upon which candidates develop skills that will enable them to provide appropriate instruction for all students. The Education programs at MNU have identified the following goals for teacher candidates, in-service candidates, and other school professionals:

**UNIT PROGRAM OUTCOMES/CONCEPTUAL FRAMEWORK**

**Goal 1:** Teacher candidates demonstrate competence in oral and written communication with students and colleagues and engage in synthetic and critical thinking.

**1 Effective and Professional Communication****1.1 Professional Knowledge:**

- 1.1.1 Understand that reflective thinking and self-evaluation through verbal and written techniques provide opportunities for active engagement in learning.
- 1.1.2 Understand the role of information literacy skills in developing next generation learners.
- 1.1.3 Understand the process of argumentation.

**1.2 Professional Skills:**

- 1.2.1 Use effective communication skills to collaborate with colleagues, parents and students.
- 1.2.2 Facilitate reflective thinking and self-evaluation through verbal and written techniques that provide opportunities for active engagement in learning.
- 1.2.3 Infuse information literacy skills when providing opportunities for learning.
- 1.2.4 Employ and facilitate the process of argumentation.

**1.3 Professional Dispositions:**

- 1.3.1 Consult with colleagues and parents to develop cooperative support for students' learning and well-being.
- 1.3.2 Demonstrate sensitivity to students and seek outside help when appropriate.
- 1.3.3 Demonstrate positive collaboration through community service.

**Goal 2:** Teacher candidates demonstrate research-based strategies to develop and deliver effective curriculum, instruction, and assessment of all students while engaging in reflective, critical analyses of effective teaching.

**2 Curriculum and Instructional Competence****2.1 Professional Knowledge:**

- 2.1.1 Understand the relationship between standards, curriculum, and assessment.
- 2.1.2 Know the state accreditation process and how it relates to school improvement, curriculum, and assessment.
- 2.1.3 Understand theories of learning, a variety of appropriate instructional strategies and understand effective instruction for all students.
- 2.1.4 Understand technology can be used to engage students, support and enhance curriculum, and aide professional productivity.

**2.2 Professional Skills:**

- 2.2.1 Design curriculum based on a growth mind set integrated with the principals of differentiation and brain research.
- 2.2.2 Design curriculum based on standards that build on previous knowledge, is sensitive to developmental needs, and uses a variety of appropriate instructional strategies and technology resources to promote synthetic thinking, critical thinking, problem solving, digital learning, and literacy.
- 2.2.3 Identify and assess appropriate student outcomes and performances and create learning experiences that meet the needs of all students.
- 2.2.4 Design instruction that is appropriate to stages of social-emotional and intellectual development, strengths, and needs.
- 2.2.5 Facilitate self-evaluation and reflective thinking to provide opportunities for active engagement in learning.
- 2.2.6 Use technology to enhance professional development and learning, and facilitate professional productivity.

### 2.3 Professional Dispositions:

- 2.3.1 Provide a tolerant learning environment that encourages students to understand, question, and interpret ideas from diverse perspectives through curriculum development, adaptation, and assessment.
- 2.3.2 Welcome cooperation and student involvement in educational planning.
- 2.3.3 Share the vision of the school and actively work with others to accomplish curriculum and school goals.

**Goal 3:** Teacher candidates demonstrate a commitment to serve and lead in a Christian manner through their interactions with diverse populations of students, colleagues, and communities.

### 3 Leadership and Service

#### 3.1 Professional Knowledge:

- 3.1.1 Possess knowledge and recognize the importance of servant leadership in learning communities.
- 3.1.2 Experience available opportunities for service and leadership.
- 3.1.3 Understand the role of servant leadership in student advocacy and mentorship.

#### 3.2 Professional Skills:

- 3.2.1 Initiate opportunities to serve in diverse learning communities.
- 3.2.2 Demonstrate the ability to lead within a learning community.
- 3.2.3 Demonstrate the ability to integrate faith and learning within service and leadership opportunities with integrity.

#### 3.3 Professional Dispositions:

- 3.3.1 Model the value of Christian leadership and servant leadership.
- 3.3.2 Promote opportunities of service in diverse learning communities.
- 3.3.3 Maintain the highest professional standards of ethical behavior.

**Goal 4:** Teacher candidates demonstrate an understanding of diverse student groups and the ability to facilitate their intellectual and personal growth

### 4 Diversity Competence (know-how)

#### 4.1 Professional Knowledge:

- 4.1.1 Understand and recognize differences in students who represent diversity (ethnic, racial, religious, sex, language, and exceptionalities).
- 4.1.2 Understand culturally responsive teaching, and appropriate services and resources necessary to meet diverse learning needs.
- 4.1.3 Understand diverse learners in relation to students with exceptionalities.

#### 4.2 Professional Skills:

- 4.2.1 Make appropriate adaptations (including technology resources) in instruction to meet the needs of all students.
- 4.2.2 Collaborate effectively with members of the learning community to use appropriate services and resources that meet the needs of all students.
- 4.2.3 Utilize differentiated methodologies and culturally responsive teaching to reach student learning outcomes.
- 4.2.4 Make appropriate accommodations and modifications based on IEP/section 504 plans to meet learning goals and objectives for students with exceptionalities.

#### 4.3 Professional Dispositions:

- 4.3.1 Encourage all students to understand, question, and interpret ideas from diverse perspectives through curriculum development, adaptation, and assessment.
- 4.3.2 Provide a caring, learning environment that is culturally sensitive and recognizes diversity.

4.3.3 Develop empathy and extend comfort level as it relates to students with exceptionalities.

**Goal 5:** Teacher candidates demonstrate they are effective teachers, school counselors, and other school professionals by meeting the appropriate content standards.

5 Standards Based Content Expertise

5.1 Professional Knowledge:

5.1.1 Possess content knowledge and recognizes the importance of integrated and media literacy.

5.1.2 Know how to integrate content knowledge, technology, and pedagogy to facilitate student learning in relevant ways.

5.1.3 Understand the structure of knowledge and organizing concepts in the content field.

5.2 Professional Skills:

5.2.1 Devise appropriate learning activities (including technology) that engage students in uncovering the understanding of the content areas.

5.2.2 Integrate literacy and thinking skills across and between content fields to enhance student learning.

5.3 Professional Dispositions:

5.3.1 Value and promote education, life-long learning, reading and writing.

5.3.2 Model the value of life-long education through enthusiasm, curiosity, questioning, and reflection.

# Department of Professional and Graduate Studies in Education

## STATEMENT OF PURPOSE:

The Education programs at MNU seek to help students develop spiritually and apply their knowledge of human growth and development, learning theories, research, technology, communication, and the world to develop, implement, and assess learning experiences for all students.

To this end, the Department of Professional and Graduate Studies in Education (PGSE) at MidAmerica Nazarene University offers advanced, professional and graduate degree programs for elementary and secondary teachers. These programs offer coherent, integrated coursework based on national teaching standards. MNU's Accelerated Elementary Education program is structured so that the student can work toward a bachelor's degree in elementary education in a flexible format built for working adults. Students who have already earned a bachelor's degree in another discipline can pursue the licensure option, which provides the credentials necessary to teach in an elementary setting in as little as 18 months.

## FOCUS

Professional and graduate study at MidAmerica Nazarene University is conceptualized as an opportunity for the individual to pursue an area of study that will facilitate his/her professional and personal development. The curriculum and culture encourages each student to develop a dynamic social conscience that will enable him/her, through personal contributions, to express God's love for humankind. The PGSE envisions its accelerated and master degree programs to reach a global community of teachers. Graduates will be professional teachers of integrity who recognize the inherent value and learning potential of all children and youth. Based on the educational theories and principles of learning, pedagogical methods, and their own educational research, our graduates will be teachers whose instruction reflects education's best practices. As professionals, they will meet national standards for accomplished teachers, offer technology-enhanced instruction, and positively influence student achievement. Fully realized, the department will develop teachers who are teacher leaders serving in the diverse and challenging schools and global communities of the twenty-first century.

Program accreditation has also been achieved from the National Council for the Accreditation of Teacher Education (NCATE).

The logo for the National Council for the Accreditation of Teacher Education (NCATE). The letters "NCATE" are rendered in a bold, red, sans-serif font. The letter "A" is stylized with a white outline and a small white triangle pointing upwards from its center.

The Standard of Excellence  
in Teacher Preparation

---

## ACCELERATED ELEMENTARY EDUCATION PROGRAM

---

**Objectives:**

The Accelerated Elementary Education (AEE) Program is an online program designed for the adult student with previous college experience. The student who comes to MNU with an associate of arts or associate of science degree or appropriate general education courses will complete their elementary education degree in 18 months. Those students who come to MNU with a bachelor's degree in another field may complete the elementary education degree or licensure courses in 18 months. The first year of the program consists of courses in 4-6 week-long modules with individualized field- based experiences. During the final semester of this program, students will be enrolled in student teaching

**REQUIREMENTS FOR THE ACCELERATED B.A. DEGREE**

Course Number	Course Name	Credit Hours
EDUC 1001	Education Seminar	1
EDUC 2103	Introduction to Teaching	3
EDUC 2203	Cultural Diversity in Education	3
EDUC 3603	Classroom Management	3
EDUC 3204	K-2 Integrated Literacy	4
MATH 2203	Modern Math for the Elementary Teacher	3
EDUC 3304	3-6 Integrated Literacy	4
PHED 3102	Methods in Teaching Elementary P.E.	2
EDUC 3104	Elementary Methods of Math	4
EDUC 2502	Elementary Methods of Applied Arts	2
EDUC 3132	Technology for Teaching and Learning I	2
EDUC 2903	Children's Literature	3
HLSC 3603	Core Concepts of Health	3
EDUC 3134	Teaching and Learning I	4
EDUC 4505	Elementary Science & Social Studies	5
EDUC 3414	Teaching and Learning II - Exceptional Learner	4
EDUC 3412	Technology Teaching and Learning II	2
EDUC 4512	Technology Teaching and Learning III	2
EDUC 4514	Teaching and Learning III	4
EDUC 4788	Student Teaching Part I, Student Teaching Part II, Student Teaching Part III	9-12
Total		67-70 hours

## COURSE DESCRIPTIONS

### **EDUC 1001: EDUCATION SEMINAR**

This course is designed to introduce the student to the elementary and secondary education programs offered within the Teacher Education Department at MidAmerica Nazarene University. The purpose of this course is to create an awareness of the teaching profession by reflecting about oneself, students, schools and classrooms as the foundations for becoming an educator. The course will also provide procedures and requirements for becoming a professional educator in three ways: 1) concerns and realities of entering the teaching profession, 2) the significance and value of student diversity, and 3) complex social, cultural, and academic realities of the classroom and school. Students in this course will be introduced to basic technology tools.

### **EDUC 2103: INTRODUCTION TO TEACHING**

This course is designed to examine the institutional development of public education in the United States with an interpretation of political, philosophical, and social forces influencing general, special and inclusive education development including legal rights of students relative to special education. The scope of this course is to study the philosophical, historical and foundational roles of schools, teachers and American society, and to explore American educational systems and focus on the conflict of values and critical changes experienced in education. Additionally, the philosophical forces, roles, ethical standards and professional guidelines in education will be addressed. (1.1; 4.6; 11.2; 11.3)

### **MATH 2203: MODERN MATH FOR THE ELEMENTARY TEACHER**

Covers topics of elementary mathematics to meet the needs of students preparing to teach in the elementary school. Topics include sets, logic, systems of numeration, whole numbers, integers, rational numbers, real numbers, and informal geometry.

### **EDUC 2203 CULTURAL DIVERSITY IN EDUCATION**

This course is designed to explore issues of socio-cultural diversity which impact teaching and learning, and strengthen professional reflective inquiry. The course is also designed to develop participants' multicultural competencies and prepare them to be effective facilitators of all students in a rapidly changing and culturally diverse society. This course will present techniques and content in order to function effectively in a diverse and multicultural classroom setting (4.1; 4.3; 4.5; 4.6; 5.4)

### **EDUC 2502: ELEMENTARY METHODS OF APPLIED ARTS**

A course for elementary classroom teachers designed to give educators knowledge of methodology, implementation, and evaluation in teaching the visual and performing arts. Integrating art, music, drama, and movement (with adaptations as needed) with other classroom disciplines will be a focus. (10.1)

### **PSYC 2513: LIFESPAN DEVELOPMENT**

This course presents to students the major developmental research and theories from conception through the end of life. From a life cycle perspective, the course examines the stages and tasks of development in light of physical, social, affective, and cognitive functions. (1.2)

### **EDUC 2903: CHILDREN'S LITERATURE**

Underpinned by the historical reader response to literature theory, this course will require students to read and create aesthetic responses to literature. It introduces and explores all genres of children's literature. Teacher candidates will be reading, discussing, aesthetically responding to, and evaluating a wide array outstanding children's literature. It examines contemporary children's literature as well as literature of the past, literature from a variety of cultures within the United States as well as from the global communities. Candidates also consider methods of selecting and evaluating children's books in terms of readability, interest level, and cultural sensitivity, and explore strategies that can be instrumental in bringing children and books together. (5.4; 6.3)

**PHED 3102: METHODS OF TEACHING MOTOR SKILLS AND ELEMENTARY P.E.**

The teacher candidate analyzes the value and objectives of a program of physical education for the elementary school student. Various movements applicable to this age group, ranging from simple motor skills to more complex movement and sport skills are explored. Methodology regarding the teaching of fitness, various motor skills, and competitive experiences are emphasized. Candidates use this understanding to plan, implement and assess appropriate learning experiences. (10.2)

**EDUC 3104: ELEMENTARY METHODS OF MATH & PRACTICUM**

This course is a study of teaching procedures and materials, game theory, and other modern approaches for teaching mathematics in the elementary classroom. Elements including activities related to teaching elementary level math are embedded in one of two field experiences.

**EDUC 3132: TECHNOLOGY TEACHING AND LEARNING I**

Students in this course will be introduced to educational technology related to technology skills, pedagogical practices, and content knowledge. Students will incorporate technology strategies and tools into lessons as part of the teaching and learning process.

**EDUC 3134: TEACHING AND LEARNING I**

The focus of this course is to introduce teacher candidates to the following concepts: Students as Learners, Instructional Processes, Assessment, Analysis of Instructional Process, and Professional Development, Leadership, and Community. Teacher candidates will learn and employ effective curriculum planning through appropriate procedures (such as Universal Design for Learning) and apply effective instructional practices to enhance the learning environment. Elements including activities related to curriculum development and application of instructional practices are embedded in field experiences. (1.2; 1.3; 2.2; 2.3; 3.2; 3.3; 3.4; 6.4; 7.4; 8.4; 9.3; 9.4; 11.1)

**EDUC 3204: K-2 INTEGRATED LITERACY AND ASSESSMENT**

K-2 Integrated Literacy and Assessment provides emergent literacy theory to foster language development, create literacy rich environments for young children, assess and evaluate literacy learning, and provide differentiation and interventions for learners in the K-2 classroom. Based on the Kansas College and Career Readiness Standards and Universal Design for Learning (UDL), evidence-based primary literacy instruction includes modeled, guided, and direct instruction; age-appropriate skills and strategies; integration of reading/writing, listening/speaking, and viewing/visual representation for the emergent reader and writer. Methods and content are partially evaluated in class as well as during field experiences. (2.2; 2.3; 3.3; 6.1; 6.2; 6.3; 6.4)

**EDUC 3304: 3-6 INTEGRATED LITERACY AND ASSESSMENT**

Integrated Literacy and Assessment extends literacy theory to the intermediate grades to focus on language development, create a literacy-rich classroom environment for middle level students, assess and evaluate literacy learning, and provide differentiation and interventions for learners in 3-6 classrooms. Based on the Common Core State Standards (CCSS), evidence-based intermediate literacy instruction includes modeled, guided, and direct instruction, age appropriate skills and strategies, content area literacy, integration of reading/ writing/listening/ speaking/viewing/visual representation. Methods and content are partially evaluated in class as well as during one of two field experiences.

**EDUC 3412: TECHNOLOGY TEACHING & LEARNING II**

This course is an overview of educational technology used in various content areas and technology in general used to meet the needs for varied exceptionalities such as mobility, prosthetics, orthotics, adaptive devices, visual technologies, hearing technologies as well as adaptive uses of computers. This course will also review the history of IDEA and focus on assistive technology in the law. Students will have hands-on experiences with assistive technology equipment as part of the studies. (6.4; 7.5; 8.5; 9.5)

**EDUC 3414: TEACHING AND LEARNING II - EXCEPTIONAL LEARNER**

Learning to diagnose and resource individual and learning differences in the classroom are the foci of this course. Special attention is given to the psychosocial and educational needs of exceptional individuals. Candidates understand the development, implementation and assessment of IEPs as well as the legal parameters appropriate for each learner's educational needs. Activities related to teaching special needs students are embedded in experiences. (1.4; 2.1; 3.1; 4.2; 4.3; 4.4; 4.5; 4.6; 5.2; 5.5)

**EDUC 3603: CLASSROOM MANAGEMENT**

This course is designed to assist students in developing strategies to effectively manage the classroom, build parent and community support, deal with school conflict and crises, and collaborate with other professionals. The course focuses on issues faced in classroom settings and helps candidates understand how to create a learning environment that fosters an inclusive setting for all students. This includes organization of physical space, establishment of classroom rules and routines and promoting self-determination skills in students. The candidate understands the use of Positive Behavior Supports and Interventions (PBIS) and the Functional Behavior Assessment (3.2; 5.1, 5.2; 5.3; 5.4)

**HLSC 3603: CORE CONCEPTS OF HEALTH**

This course examines the multi-dimensional, factors (emotional, environmental, intellectual, occupational, physical, social, and spiritual) that affect optimal health for both teachers and students. The course will develop and extend students' understanding of public health principles; knowledge, tools, and motivation to teach wellness-related behavior, and the dynamics of health behavior change. (10.2)

**NURS 3803: BIBLICAL PERSPECTIVES**

Reflects MidAmerica Nazarene University's commitment, as a Christian liberal arts university, to nurturing an appreciation for the rich resources of the Scriptures. Cultural, societal, and Biblical themes are explored through the study of the literature and history of the Bible. Students study the development of five major themes throughout the Bible and examine Biblical concepts as they relate to current professional issues and the integration of faith, learning, and living.

**EDUC 4505: ELEMENTARY METHODS OF SCIENCE AND SOCIAL STUDIES AND PRACTICUM**

This course introduces elementary science and social studies methods for students who plan to teach in an elementary classroom. The content of the course focuses on the pedagogies that are successful in integrating the study of natural science and dynamic social studies into the life of the elementary school. Topics in life, physical, and earth/space sciences, as well as economics, geography, citizenship, and history are addressed as they relate to the elementary school curriculum. There is an emphasis on constructivism, cooperative learning, and critical inquiry. One of two field experiences will include activities related to teaching elementary level Science and Social Studies is included.

**EDUC 4512: TECHNOLOGY TEACHING AND LEARNING III**

This course explores learning theory research and its applications for technology-enriched, standards-based units of study. Students will explore theories of constructivism, multiple intelligences and other research related to how people learn. Participants will learn how technology applications can be used to create learning environments that strengthen problem-solving skills and encourage communication, collaboration and reflection. Students will cover assessment basics, the role of technology in education information and knowledge management, and methods for integrating technology into assessment practice.

**EDUC 4514: TEACHING AND LEARNING III**

In this course, teacher candidates will review the structure of knowledge and curriculum. Candidates will build units of study infused with differentiation and emphasizing tiered instruction. In addition, candidates will learn to make instructional alterations and decision-making based on formative assessment results. To effectively construct and teach units to K-12 students, this course will emphasize brain-based teaching, 21st Century Skills, data analysis, reflection, understanding students' prior knowledge, curriculum mapping, Universal Design for Learning and backward design. Activities related to strategies for differentiation and assessment are embedded in field experiences. (2.2; 3.3; 5.5; 11.2; 11.3)

**EDUC 4788: ELEMENTARY STUDENT TEACHING & SEMINAR**

Supervised student teaching experience in an elementary school. Half of the experience will be in a general education K-6 classroom and half will be spent in a special education setting. Admission to student teaching is required. (2.2; 2.3; 2.4; 3.4; 4.1; 11.3)

**ELEMENTARY EDUCATION SENIOR COMPREHENSIVE EXAM**

A comprehensive examination (ETS Praxis II) is required to be passed by all senior elementary education majors before graduation. The comprehensive examination is meant to assess the student's mastery of basic content areas of the curriculum. The examination is administered through the Education Testing Services (ETS). Further details regarding the senior comprehensive are available from the MNU Licensure and Assessment Coordinator of the Teacher Education Department.

**ADMISSIONS AND EXPECTATIONS OF AEE****Admission Requirements:**

- Associate (AA/AS) degree OR 60+ credit hours\* OR Bachelor's (BS/BA) degree from a regionally accredited college or university
- Minimum 2.75 GPA (cumulative)
- CBASE exam with minimum score of 235 on each sub-category (English, Writing, Math, Science and Social Studies). The CBASE is waived for candidates having earned a BA or BS within the last five years.
- Grade of B- or higher in college level public speaking course
- No disciplinary issues and no crimes against children.
- Child Development course

*\*Based on program specific prerequisites which are listed on the program website*

**Application Process:**

- Complete online application.
- Submit official transcripts from all colleges and universities attended.
- Complete the CBASE exam.
- Complete resume.

**Guidelines and Expectations:**

- Spending time in an actual elementary classroom is a vital part of becoming a teacher. There are seven practica experiences in classrooms required during the AEE program. These experiences are tailored to meet the teacher candidate's situation. For example, one week of vacation may be taken each semester to complete a field placement for an

entire week (five business days) unless the student is unemployed or is a paraprofessional who is given permission to use their employment classroom for a placement. Other teacher candidates may complete their practicum in a different timeline. All placement arrangements require individualized examination and, therefore, are finalized by the Director of Clinical and Field Based Experiences.

- Student teaching will be a full time position (7AM-5PM on average), during which working is not recommended.
- Six seminar sessions are required throughout the student teaching experience and are held on the MNU campus. Remote student teachers attend through Adobe Connect.
- If a student desires to earn a Bachelor's degree from MNU, Biblical Perspectives, Old/New Testament or Discovering the Bible is accepted.
- The program is a lock step program and no course changes are allowed unless transfer credit has been approved by the Licensure and Assessment Coordinator.
- The AEE program is an accelerated program and each program candidate must understand the intellectual strain and time commitment placed on him/her while in the program.

The following students will need to have completed all general education coursework associated with a Bachelor of Arts degree in Elementary Education prior to starting:

- Students who do not have an Associate of Art or an Associate of Science degree but meet the 60 credit hour requirement.
- Students who have a bachelor's degree but desire to earn a second degree in Elementary Education.

### **Conditional Acceptance:**

A student may be conditionally accepted into AEE for modules 1 and 2 under the following stipulations:

- If any section of the CBASE is not passed before beginning courses, it must be taken in the first module; if not passed again, the student will be dropped from the program before the third module.
- If a candidate's GPA is below 2.75, the student must receive at least a B- or above in all coursework; if academic excellence is not shown, the student will be dropped from the program.
- If official transcripts are not provided, a student may start the program. However, the student will be dropped from the program before the third module if transcripts are not received by then.

---

## **MASTER OF EDUCATION**

---

All of our Master of Education emphases are relevant, technology-enhanced education degrees that prepare you to improve classroom practice while raising the achievement level of your students. Students use a mobile, web-accessible curriculum and learn from highly qualified, experienced instructors while participating in cohesive learning groups. All programs are approved by the Kansas Department of Education, NCATE/CAEP and the Higher Learning Commission.

The three components in the Master of Education are:

- 1) A CORE that addresses the university's mission.
- 2) An AREA OF EMPHASIS that consists of 18-21 hours of degree or endorsement-specific coursework.
- 3) RESEARCH that includes two, three-hour courses in action research, taken sequentially.

**Minimum Technology Requirements:**

All courses are offered in a paperless environment. Students are expected to have a laptop computer, and all courses are taught using the online Learning Management System, Moodle. To take advantage of the interactivity of courses, the following minimum system profiles are

**REQUIRED:**

Macintosh OS Mac OS X (Preferred) 8 GB RAM  
 Broadband Internet access Browser with Java enabled:  
 Most current Firefox (recommended browser) PC Windows 10 Operating System (preferred)  
 8 GB RAM  
 Broadband Internet access Sound card and speakers  
 Most current Firefox (recommended browser)

Other requirements:

- Adobe Acrobat Reader (free download)
- Computers will need to have a microphone and speakers for synchronous learning
- Taskstream Account
- Latest version of Microsoft Office

**Admission Requirements:**

- Bachelor's degree from a regionally accredited college or university
- Minimum cumulative GPA of 3.0 or higher
- Valid teaching license (preferred)
- Currently teaching or have access to classroom setting

**Application Process:**

- Complete online application
- Submit official transcripts from a regionally accredited college or university verifying earned bachelor's degree
- Submit valid teaching license

**REQUIREMENTS FOR THE M.ED. DEGREE**

For the Technology-Enhanced Teaching tracks, students complete four core courses and then an additional 21 hours in a desired emphasis area. All programs are approved by the Kansas Department of Education, NCATE/CAEP and the Higher Learning Commission.

EDUC 7033	Ethical World Views for Educators	3
EDUC 7093	Serving Through Servant Leadership	3
EDUC 7063	Action Research I	3
EDUC 7083	Action Research II	3
	Emphasis	<u>12 hours</u>
Total		33 hours

**COURSE DESCRIPTIONS****EDUC 7033: ETHICAL WORLD VIEWS FOR EDUCATORS**

A worldview is a developed lens through which a person perceives the world in which they live. Ethical decisions are a part of the daily life of an educator. This course seeks to guide candidates through various ethical positions and worldviews that may affect the learning environment encountered in the 21st century classroom.

**EDUC 7063: ACTION RESEARCH I**

The purpose of this course is to present the principles, historical, theory, rationale, and processes of the action research method. Aspects of this model are compared to traditional research methods. Graduate students learn that action research promotes professional practice. Through discussion and literature reviews, they determine an area of focus and prepare to conduct in-depth, specialized, classroom-based inquiry.

**EDUC 7083: ACTION RESEARCH II**

This purpose of this course is to facilitate professional growth through classroom-based action research. Course content covers methods of data analysis, interpretation of results, and promotes the benefits of sharing and reflection in learning communities. Graduate candidates learn how to represent their raw data, report the results, and develop action plans. They produce a professional report using APA style guidelines and the writing process approach. Action research projects are designed to showcase graduate students' professional dispositions and leadership skills.

**EDUC 7093: SERVING THROUGH SERVANT LEADERSHIP**

This course presents the concept of leadership and describes various leadership models and approaches, focusing on the Servant Leadership model. Candidates consider how leadership principles apply to their own professional development and roles in learning communities. They examine leadership dynamics in relationship to personality characteristics, effective team-functioning, problem solving, and conflict management.

---

## TECHNOLOGY-ENHANCED TEACHING EMPHASIS

---

The seven, three-hour courses are aligned with the International Society for Technology in Education's (ISTE) Technology Standards for Teachers (ISTE•T). The standards express the fundamental concepts and skills for teachers in the evolving field of educational technology, the necessary conditions for the appropriate use of technology in teacher education and K-12 schools, and the assessment tools for measuring technological competence. This program prepares teachers to use technology to enhance student learning and to become active participants in professional development related to the use of technology in K-12 schools. Candidates will not only learn the latest technology and applications available but will develop an understanding of the use of social media as a collaborative tool for discussing and solving classroom issues related to Web 2.0 tools and other technology uses.

### COURSE DESCRIPTIONS

**EDUC 7103: TECHNOLOGY-ENHANCED TEACHING SEMINAR**

This course introduces candidates to the field of educational technology. Course content covers its historical and recent forces, the social and ethical issues of acquiring and implementing educational technology, and technology operations and concepts. The course presents National Educational Technology Standards for Teachers as framework for coursework in graduate program. Course content also examines the role and best practices for distance education and other alternative delivery systems. Candidates begin their professional portfolios.

**EDUC 7143: PRINCIPLES OF ONLINE DESIGN**

This course prepares students for designing online courses that engage the learners. Students will learn how to create activities for student engagement, design pedagogically sound instruction, and think creatively about online learning. At the end of the course, students will have skills to be able to support and advise their own colleagues in online learning.

**EDUC 7203: TECHNOLOGY FOR PRODUCTIVITY AND PROFESSIONAL PRACTICE**

This course addresses productivity tools that teachers will use to increase efficiency in their classrooms and encourage professional development growth. These tools include, but are not limited to web tools, apps, and appropriate software. Candidates reflect on their own growth as teachers to use technology - enhanced instruction and collaborative learning. As part of their professional development, candidates will prepare a presentation of a project using a wiki.

**EDUC 7303: TECHNOLOGY-ENHANCED LEARNING ENVIRONMENTS**

This course considers the many aspects of technology-enhanced environments and the management strategies that contribute to a positive classroom environment and help facilitate access to technology. Candidates learn considerations for creating appropriate learning activities for students to become 21st Century learners. Candidates develop skills to identify and integrate new technologies for their classrooms. They develop lesson plans using multiple strategies for locations and supporting their technology resources to meet the diverse and specialized needs of students. Candidates reflect and collaborate through blogging to further develop their understanding of weekly topics and share ideas on technology use in the classroom environment.

**EDUC 7403: TEACHING AND LEARNING WITH TECHNOLOGY**

This course assists candidates in understanding the role of educational technology in the teaching and learning process. To be relevant to students, teachers must embrace the potential of emerging technologies that rely on new professional development models and teacher leadership capabilities. The course utilizes case studies to track the most effective ways to incorporate a wide variety of digital tools including learning management systems, social media, digital storytelling, visual learning tools and collaboration/communication tools. Candidates investigate and learn about different kinds of hardware and software classroom configurations ranging from classrooms using one computer to Bring Your Own Device (BYOD) to 1:1 computers to cloud-based solutions. Tablet apps are fully integrated through all units with candidates producing multiple products that can be immediately applied within their own teaching context. Candidates will, through self-analysis and a guided-independent study, learn a professional development model where they define and map out professional learning needs and develop effective ways of blending the local (within their own school & district) learning with the global environment (online communities of practice).

**EDUC 7503: TECHNOLOGY-FACILITATED ASSESSMENT**

This course assists candidates in understanding the role of educational technology in the teaching and learning process. To be relevant to students, teachers must embrace the potential of emerging technologies that rely on new professional development models and teacher leadership capabilities. The course utilizes case studies to track the most effective ways to incorporate a wide variety of digital tools including learning management systems, social media, digital storytelling, visual learning tools and collaboration/communication tools. Candidates investigate and learn about different kinds of hardware and software classroom configurations ranging from classrooms using one computer to Bring Your Own Device (BYOD) to 1:1 computers to cloud-based solutions. Tablet apps are fully integrated through all units with candidates producing multiple products that can be immediately applied within their own teaching context. Candidates will, through self-analysis and a guided-independent study, learn a professional development model where they define and map out professional learning needs and develop effective ways of blending the local (within their own school & district) learning with the global environment (online communities of practice).

**EDUC 7603: BLENDED LEARNING**

This course introduces candidates to the blended/hybrid learning environment. Course content covers its foundations, pedagogy, methodology, the social and ethical issues of acquiring and implementing high-quality resources, and technology operations and concepts. The course aligns to the National Educational Technology Standards for Teachers (NETS-T). Course content examines the role and best practices for different types of delivery systems, specifically to blended educational settings.

---

## TEACHING ONLINE CERTIFICATE

---

Students in the TET program can earn an Online Teaching Certificate (OTC). To complete coursework related to this certificate one is not required to be in the TET program. The four, three credit hour courses can be taken as a stand-alone certificate program. A teaching certificate is not required as this certificate program is open to anyone interested in learning how to teach in a virtual environment. The coursework is designed to provide an opportunity to help instructors understand the many facets of online learning, both in terms of structural and pedagogical considerations. These four courses offer training in course design, blended learning characteristics, electronic learning environments and online assessment. This certificate is 12 credit hours.

### COURSE DESCRIPTIONS

#### **EDUC 7143: PRINCIPLES OF ONLINE COURSE DEVELOPMENT\*:**

This course prepares students for designing online courses that engage the learners. Students will learn how to create activities for student engagement, design pedagogically sound instruction, and think creatively about online learning. At the end of the course, students will have skills to be able to support and advise their own colleagues in online learning.

#### **EDUC 7303: TECHNOLOGY-ENHANCED LEARNING ENVIRONMENTS**

This course considers the many aspects of technology-enhanced environments and the management strategies that contribute to a positive classroom environment and help facilitate access to technology. Candidates learn considerations for creating appropriate learning activities for students to become 21st Century learners. Candidates develop skills to identify and integrate new technologies for their classrooms. They develop lesson plans using multiple strategies for locations and supporting their technology resources to meet the diverse and specialized needs of students. Candidates reflect and collaborate through blogging to further develop their understanding of weekly topics and share ideas on technology use in the classroom environment.

#### **EDUC 7503: TECHNOLOGY-FACILITATED ASSESSMENT**

This course assists candidates in understanding the role of educational technology in the teaching and learning process. To be relevant to students, teachers must embrace the potential of emerging technologies that rely on new professional development models and teacher leadership capabilities. The course utilizes case studies to track the most effective ways to incorporate a wide variety of digital tools including learning management systems, social media, digital storytelling, visual learning tools and collaboration/communication tools. Candidates investigate and learn about different kinds of hardware and software classroom configurations ranging from classrooms using one computer to Bring Your Own Device (BYOD) to 1:1 computers to cloud-based solutions. Tablet apps are fully integrated through all units with candidates producing multiple products that can be immediately applied within their own teaching context. Candidates will, through self-analysis and a guided-independent study, learn a professional development model where they define and map out professional learning needs and develop effective ways of blending the local (within their own school & district) learning with the global environment (online communities of practice).

#### **EDUC 7603: BLENDED LEARNING**

This course introduces candidates to the blended/hybrid learning environment. Course content covers its foundations, pedagogy, methodology, the social and ethical issues of acquiring and implementing high-quality resources, and technology operations and concepts. The course aligns to the National Educational Technology Standards for Teachers (NETS-T). Course content examines the role and best practices for different types of delivery systems, specifically to blended educational settings.

---

## KSDE APPROVED CERTIFICATION PROGRAMS

### READING SPECIALIST EMPHASIS

---

The Graduate Studies in Education, Master of Education, READING SPECIALIST provides classroom teachers with advanced study in the field of literacy, specifically reading instruction, assessment and literacy leadership to prepared K-12 teachers to become state licensed Reading Specialists. Program graduates will hold a new level of professional expertise in research-based reading instruction, on-going classroom assessment of reading, knowledge of newly published children's and adolescent literature for improving their teaching, and professional development leadership for K-12 schools. In addition to the Master of Education Reading Specialist core courses, Action Research I and II that all students must take to earn a Master of Education advanced degree, students who select the Reading Specialist program must also complete the following courses and requirements.

### REQUIREMENTS FOR THE M.ED. READING SPECIALIST

For the Reading Specialist track, students complete four core courses and then an additional 23 hours in the reading content area. Successful completion of the Praxis Ex am and four transition points are required for degree completion.

#### Reading Content Courses (Completed with a 3.00 or above)

EDUC 7813 Theories of Reading	3
EDUC 7823 Emergent Literacy (PreK-2)	3
EDUC 7833 Advanced Study of Reading Methods (3-6)	3
EDUC 7873 Reading-Writing Connection	3
EDUC 7843 Content Area Reading (7-12)	3
EDUC 7803 Advanced Children's & Adolescent Literature	3
EDUC 7853 Corrective Reading	3

EDUC 7801 Diagnostic Literacy Practicum: Elementary Level	1
EDUC 7811 Diagnostic Literacy Practicum: Middle/Secondary Level	1

#### Core Learning Course

EDUC 7033 Ethical World Views for Educators	3
EDUC 7063 Action Research I	3
EDUC 7083 Action Research II	3
EDUC 7863 Servant Leadership in Literacy	<u>3 hours</u>
Total	35 hours

Other requirements include:

- Teaching License
- 2 years teaching experience before Corrective Reading
- International Literacy Association (ILA) member
- Participate in MNU Literacy Institutes
- Passing score on Praxis II Reading Specialist Exam

## COURSE DESCRIPTIONS

### **EDUC 7033: ETHICAL WORLD VIEWS FOR EDUCATORS**

A worldview is a developed lens through which a person perceives the world in which they live. Ethical decisions are a part of the daily life of an educator. This course seeks to guide candidates through various ethical positions and worldviews that may affect the learning environment encountered in the 21st century classroom.

### **EDUC 7063: ACTION RESEARCH I**

The purpose of this course is to present the principles, historical, theory, rationale, and processes of the action research method. Aspects of this model are compared to traditional research methods. Graduate students learn that action research promotes professional practice. Through discussion and literature reviews, they determine an area of focus and prepare to conduct in-depth, specialized, classroom-based inquiry.

### **EDUC 7083: ACTION RESEARCH II**

This purpose of this course is to facilitate professional growth through classroom-based action research. Course content covers methods of data analysis, interpretation of results, and promotes the benefits of sharing and reflection in learning communities. Graduate candidates learn how to represent their raw data, report the results, and develop action plans. They produce a professional report using APA style guidelines and the writing process approach. Action research projects are designed to showcase graduate students' professional dispositions and leadership skills

### **EDUC 7801: DIAGNOSTIC LITERACY PRACTICUM: Elementary Level**

Supervised case study practicum in planning and implementing diagnostic lessons, based on an analysis of assessments that enhance the literacy development of grade K-6 students. This advanced course is one of two practicum courses in the Reading Specialist program designed to prepare graduate students to teach and support elementary remedial reading and writing. The prerequisite course, EDUC 7853 Corrective Reading, examines the selection, administration, and analysis of literacy assessments. EDUC 7833 Advanced Study of Reading Methods addresses planning and implementing instruction for elementary level students. The course content is based on the latest theory, research, and pedagogy related to the development and remediation of reading and writing. (Pre-Requisite: EDUC 7853 Corrective Reading)

### **EDUC 7803: ADVANCED CHILDREN'S AND ADOLESCENT LITERATURE**

Advanced Children's and Adolescent Literature focuses on the study of classic and contemporary literature for children, with an emphasis on selecting and incorporating a wide variety of literature into the curricula for children and students. This course is designed to help teachers acquire knowledge of characteristics of recently published children's literature/adolescent literature, increase awareness of literary texts available for children/students, develop understanding of literary response and criticism, and familiarize the lives and philosophies of notable authors of children's and adolescent literature.

### **EDUC 7811: DIAGNOSTIC LITERACY PRACTICUM: Secondary Level**

Supervised case study practicum in planning and implementing diagnostic lessons, based on an analysis of assessments that enhance the literacy development of grade 5-12 students. This advanced course is one of two practicum courses in the Reading Specialist program designed to prepare graduate students to teach and support secondary remedial reading and writing. The prerequisite course, EDUC 7853 Corrective Reading, examines the selection, administration, and analysis of literacy assessments. EDUC 7833 Advanced Study of Reading Methods addresses planning and implementing instruction for secondary level students. The course content is based on the latest theory, research, and pedagogy related to the development and remediation of reading and writing. (Pre-Requisite: EDUC 7853 Corrective Reading)

**EDUC 7813: THEORIES OF READING**

This course is an overview of historical and current reading theories and models, and how the theories have been and continue to be linked to reading instruction in K-12 schools. It also attends to the development of teachers own theoretical orientations: how they develop and change with teaching experience, and how they manifest themselves in the classroom. Candidates write a research paper and learn APA and graduate level research reading.

**EDUC 7823: EMERGENT LITERACY (PreK-2)**

This course explores the literacy development (speaking, listening, reading, writing, & viewing) in young children and explores & develops best practices for Pre-K-Grade 2. It is an exploration of principles, methods, and materials for teaching young children language and literacy through a play-based integrated curriculum.

**EDUC 7833: ADVANCED STUDY OF READING METHODS (3-6)**

The Advance Study of Reading Methods course includes the application of theory to appropriate practice for upper and middle level literacy including assessments, teaching methods, strategies, and instructional materials. As comprehension is a complex result of reading skills, work with motivation, engagement, phonemic awareness, phonics, word identification, fluency, vocabulary development and comprehension skills research-based teaching strategies will also be included in this course.

**EDUC 7843: CONTENT AREA READING (7-12)**

This course will apply reading theory to age-appropriate practice for middle and secondary literacy in English, social studies, science, and mathematics including assessments, teaching methods, comprehension and discipline specific vocabulary strategies, and materials. It explores the conceptual ideas underlying the teaching of reading in the content areas, the importance of reading skills to students' understanding of specific subject matter content and the three phases of cognitive processing (pre- active, interactive, and reflective).

**EDUC 7853: CORRECTIVE READING**

This course practices the assessment, diagnosis and correction of reading problems for students K-12. A supervised case study practicum in planning and implementing diagnostic lessons, based on an analysis of assessments that enhance the literacy development of grade K-12 students will be completed to provide teachers with guided practical experiences in informal diagnostic procedures, prescription, and treatment of common reading difficulties, which can be handled by the classroom teacher within the classroom setting. The course promotes application of knowledge and competencies in the use of teaching methods and materials in the treatment of specifically identified reading needs of individual students. (Prerequisites: All Reading Content courses; Concurrent enrollment with EDUC 7801 & 7811)

**EDUC 7873: READING-WRITING CONNECTION**

Reading and Writing Connection focuses on integrating the writing process recursively into reading development instruction. Candidates apply research-based instructional strategies to integrate writing into all subject areas. Specific techniques such as mini-lessons, shared and guided writing, writing to learn, and conferencing are addressed. Participants examine the writing process as a recursive, contextualized, and individual process of developing increasingly sophisticated communicative literacy. This course will define and teach the importance of the recursive nature of reading and writing. It will also provide information and support for teachers as they provide differentiated instruction in relation to the ten Common Core (CCSS) writing standards.

**EDUC 7863: SERVANT LEADERSHIP IN LITERACY**

Prepares reading specialist as a school leader and expands knowledge of literacy gained in prerequisite to become a literacy leader. This course addresses the main themes of literacy leadership and focuses on the roles of literacy leaders, leading and mentoring teachers in effective literacy practices, designing effective school-wide professional development,

advocating for literacy both in school contexts and community settings, promoting change for 21st century learning, participating in professional organizations and conferences.

## READING SPECIALIST CERTIFICATION

Candidates who already have a master's degree may complete courses to qualify for the Kansas Reading Specialist License. For licensure only, students are required to complete three components of the program: coursework, two Literacy Perspectives Papers (LPP), and completion of PRAXIS II Reading Specialist Content Test. All courses are offered online.

### Reading Specialist Certification Course

<b>EDUC 7813</b> Theories of Reading	3
<b>EDUC 7823</b> Emergent Literacy	3
<b>EDUC 7873</b> Reading Writing Connections	3
<b>EDUC 7843</b> Content Area Reading Strategies	3
<b>EDUC 7853</b> Corrective Reading	3
<b>EDUC 7801</b> Diagnostic Literacy Practicum – Elementary Level	1
<b>EDUC 7811</b> Diagnostic Literacy Practicum – Middle/Secondary Level	1
<b>EDUC 7863</b> Servant Leadership in Literacy	<u>3</u>
	20 hours

### COURSE DESCRIPTIONS

#### **EDUC 7801: DIAGNOSTIC LITERACY PRACTICUM: Elementary Level**

Supervised case study practicum in planning and implementing diagnostic lessons, based on an analysis of assessments that enhance the literacy development of grade K-6 students. This advanced course is one of two practicum courses in the Reading Specialist program designed to prepare graduate students to teach and support elementary remedial reading and writing. The concurrently enrolled course, EDUC 7853 Corrective Reading, examines the selection, administration, and analysis of literacy assessments. EDUC 7833 Advanced Study of Reading Methods addresses planning and implementing instruction for elementary level students. The course content is based on the latest theory, research, and pedagogy related to the development and remediation of reading and writing. (Pre-Requisites: All Reading Content courses; Concurrent enrollment with EDUC 7853 Corrective Reading)

#### **EDUC 7811: DIAGNOSTIC LITERACY PRACTICUM: Secondary Level**

Supervised case study practicum in planning and implementing diagnostic lessons, based on an analysis of assessments that enhance the literacy development of grade 5-12 students. This advanced course is one of two practicum courses in the Reading Specialist program designed to prepare graduate students to teach and support secondary remedial reading and writing. The concurrently enrolled course, EDUC 7853 Corrective Reading, examines the selection, administration, and analysis of literacy assessments. EDUC 7833 Advanced Study of Reading Methods addresses planning and implementing instruction for secondary level students. The course content is based on the latest theory, research, and pedagogy related to the development and remediation of reading and writing. (Pre-Requisites: All Reading Content courses; Concurrent enrollment with EDUC 7853 Corrective Reading)

#### **EDUC 7813: THEORIES OF READING**

This course is an overview of historical and current reading theories and models, and how the theories have been and continue to be linked to reading instruction in K-12 schools. It also attends to the development of teachers' theoretical orientations: how they develop and change with teaching experience, and how they manifest themselves in the classroom. Students will choose and focus on one topic as it relates to the history of learning to read. Candidates write a research paper and learn APA and graduate level research reading.

**EDUC 7823: EMERGENT LITERACY (PreK-2)**

This course explores the literacy development (speaking, listening, reading, writing, & viewing) in young children and explores & develops best practices for Pre-K–Grade 3. It is an exploration of principles, methods, and materials for teaching young children language and literacy through a play-based integrated curriculum.

**EDUC 7843: CONTENT AREA READING (7-12)**

This course will apply reading theory to age-appropriate practice for middle and secondary literacy in English, social studies, science, and mathematics including assessments, teaching methods, comprehension and discipline specific vocabulary strategies, and materials. It explores the conceptual ideas underlying the teaching of reading in the content areas, the importance of reading skills to students' understanding of specific subject matter content and the three phases of cognitive processing (pre- active, interactive, and reflective).

**EDUC 7853: CORRECTIVE READING**

This course practices the assessment, diagnosis and correction of reading problems for students K-12. A supervised case study practicum in planning and implementing diagnostic lessons, based on an analysis of assessments that enhance the literacy development of grade K-12 students will be completed to provide teachers with guided practical experiences in informal diagnostic procedures, prescription, and treatment of common reading difficulties, which can be handled by the classroom teacher within the classroom setting. The course promotes application of knowledge and competencies in the use of teaching methods and materials in the treatment of specifically identified reading needs of individual students. (Pre-Requisites: All Reading Content courses; Concurrent enrollment with EDUC 7853a & b)

**EDUC 7863: SERVANT LEADERSHIP IN LITERACY**

Prepares reading specialist as a school leader and expands knowledge of literacy gained in prerequisite to become a literacy leader. This course addresses the main themes of literacy leadership and focuses on the roles of literacy leaders, leading and mentoring teachers in effective literacy practices, designing effective school-wide professional development, advocating for literacy both in school contexts and community settings, promoting change for 21st century learning, participating in professional organizations and conferences.

**EDUC 7873: READING-WRITING CONNECTION**

Reading and Writing Connection focuses on integrating the writing process recursively into reading development instruction. Candidates apply research-based instructional strategies to integrate writing into all subject areas. Specific techniques such as mini-lessons, shared and guided writing, writing to learn, and conferencing are addressed. Participants examine the writing process as a recursive, contextualized, and individual process of developing increasingly sophisticated communicative literacy. This course will define and teach the importance of the recursive nature of reading and writing. It will also provide information and support for teachers as they provide differentiated instruction in relation to the ten Common Core (CCSS) writing standards.

---

## MASTER OF SCIENCE IN INSTRUCTIONAL DESIGN AND TECHNOLOGY

---

Instructional Design and Technology is a fast-growing career field in both industry and education. With the globalization of the workforce and classroom, organizations are looking for skilled individuals to help design and facilitate online learning experiences to enhance the availability and convenience of training opportunities across their institutions. This academic program will provide the education necessary to help graduates become skilled and systematic developers of course delivery systems that meet instructional specifications by using educational theory and the tools of technology to create high quality instruction and learning.

### Admission Requirements:

- Completed application Bachelor's degree from an accredited college or university
- Minimum combined GPA of 3.0 on a 4.0 scale

### Application Process:

- Complete online application.
- Submit official transcripts from a regionally accredited college or university verifying earned bachelor's degree.
- Arrange information meeting with an enrollment specialist.

### Degree Requirements:

Subject	Course Number	Title	Credit Hours
IDPT	7103	FOUNDATIONS OF INSTRUCTIONAL DESIGN AND TECHNOLOGY	3
IDPT	7203	RESEARCH IN INSTRUCTIONAL DESIGN AND TECHNOLOGY	3
IDPT	7303	PRINCIPLES OF ONLINE EDUCATION	3
IDPT	7403	BLENDED LEARNING ENVIRONMENTS	3
IDPT	7503	PRINCIPLES OF TECHNOLOGY ASSISTED ASSESSMENT	3
IDPT	7603	DESIGN AND PRODUCTION OF INSTRUCTIONAL MATERIALS	3
IDPT	7703	ETHICAL AND LEGAL PERSPECTIVES IN TECHNOLOGY	3
IDPT	7803	MULTIMEDIA DESIGN	3
IDPT	7903	SERVANT LEADERS AS DESIGNERS	3
IDPT	7113	INDIVIDUAL COURSE DESIGN	3
			30

## COURSE DESCRIPTIONS

### **IDPT 7103: FOUNDATIONS OF INSTRUCTIONAL DESIGN AND TECHNOLOGY**

This course introduces the field of Instructional Design. It addresses the fundamentals of Instructional Design and Technology, including the history of the field, instructional design models and theories, learning theories, performance technology, trends and issues, and career opportunities

### **IDPT 7203: RESEARCH IN INSTRUCTIONAL DESIGN AND TECHNOLOGY**

This course will provide the student with an understanding of research methods with particular emphasis on the field of Instructional Design and Technology (IDT). Students will apply their understanding of research methods to significant research articles in IDT; thus, expanding their understanding of key areas of research in the field of IDT.

### **IDPT 7303: PRINCIPLES OF ONLINE EDUCATION**

This course prepares students for designing online courses that engage the learners. Students will learn how to create activities for student engagement, design pedagogically sound instruction, and think creatively about online learning. At the end of the course, students will have skills to be able to support and advise their own colleagues in online learning.

### **IDPT 7403: BLENDED LEARNING ENVIRONMENTS**

This course introduces candidates to the blended/hybrid learning environment. Course content covers its foundations, pedagogy, methodology, the social and ethical issues of acquiring and implementing high-quality resources, and technology operations and concepts. Course content examines the role and best practices for different types of delivery systems.

### **IDPT 7503: PRINCIPLES OF TECHNOLOGY ASSISTED ASSESSMENT**

This course is an overall discovery of assessment principles and practices. It emphasizes assessments' integral role in teaching and learning. Candidates learn the importance of establishing credible performance standards and communicating students' progress in accomplishing these standards. Course content highlights include the construction of high quality assessments, both formative and summative assessment, and examines various technology applications appropriate for assessment.

### **IDPT 7603: DESIGN AND PRODUCTION OF INSTRUCTIONAL MATERIALS**

This course emphasizes creating instructional materials using systematic design principles including universal design for learning and user experience design. Emphasis is placed on the creation of instruction materials for effective communication in learning. Readings and discussions of research regarding design of instructional materials will be facilitated in order for candidates to better understand the production of effective instruction. Students will use a variety of technologies to create instructional materials.

### **IDPT 7703: ETHICAL AND LEGAL PERSPECTIVES IN TECHNOLOGY**

This course aims to equip the student with the intellectual tools to make effective, reasoned and justifiable moral decisions relating to the IT domain within appropriate legal and social frameworks. With a strong requirement for reading, research, reflection and debate, it is structured around formal discussions within the subject area and makes use of discussion forums to enable sharing and interaction.

### **IDPT 7803: MULTIMEDIA DESIGN**

This course will comprise of a review of instructional design principles as well as an overview of the use of a variety of multimedia tools used in education and professional training. The course will focus on the application of instructional design principles and the development of the multimedia instructional programs using a variety of presentation tools.

### **IDPT 7903: SERVANT LEADERS AS DESIGNERS**

This course presents Servant Leadership as a foundational model of leadership, a vibrant approach that simultaneously enhances personal growth while improving the professional skills and dispositions of candidates. The model corresponds to the mission of MidAmerica Nazarene

University. This course also overviews the background, theories, and framework of servant leadership. Participants will learn about the skills and attributes of servant leaders. They will practice four leadership skills that include facilitating crucial conversations, reframing, project management, and empowering. Candidates will participate in and conduct a leadership project as a capstone project.

**IDPT 7113: INDIVIDUAL COURSE DESIGN**

This is the culminating course for the Instructional Design degree program. Candidates will design an online course with at least three units in an acceptable Learning Management System (LMS). The course will include listed elements learned throughout this program. Upon completion of the course development process, candidate will present live or through video discussing the development process, research involved, and particular elements and concepts explained. Online course will be evaluated with an online course rubric. Presentation will be viewed by 2-3 faculty members and evaluated with a presentation rubric.

# **UNDERGRADUATE & GRADUATE NURSING**

---

---

- Accelerated Bachelor of Science in Nursing Program
- RN-BSN Program
- RN-MSN Program
- Master of Science in Nursing Program
  - \* MSN: Healthcare Administration
  - \* MSN: Nursing Education
  - \* MSN: Healthcare Quality Management
  - \* MSN: Public Health
- Post-Master's Certificates

# School of Nursing

## Statement of Mission:

The mission of the School of Nursing (SON) is to educate and inspire servant leaders for the ministry in a variety of professional health science-related vocations.

## Professional Nursing Education (ABSN and TBSN)

### Statement of Purpose:

The purpose of the Christian education offered by the professional and graduate Nursing programs is to:

1. prepare professional nurse generalists who are knowledgeable and skillful in the delivery of safe, competent, and creative nursing care;
2. integrate personal, empiric, aesthetic, and ethical ways of knowing (Carper, 1978) as a basis for promoting optimal health;
3. enhance spiritual sensitivity in personal growth and service to others;
4. develop life-long learners who strive for personal and professional growth as individuals who are responsible and accountable members of their profession and society.

## Master of Science in Nursing Purpose and Goals:

The Master of Science in Nursing Program prepares nurse leaders for advanced roles in Healthcare Administration, Nursing Education, Public Health and Healthcare Quality Management. MSN graduates guide, direct, and educate others on the provision of professional nursing care. These graduates evaluate education, administration, quality, and public health systems to incorporate research findings into evidence-based practice. The impact of national and international policy and events are studied so that graduates can respond to nursing needs on a local to international level both now and in the future. These leaders are also competent in scholarship, critical thinking and cultural diversity, and will continue to grow as servant leaders striving for personal and professional excellence.

## FACULTY

**Karen D. Wiegman**, (2009- ) Professor; Dean, School of Nursing  
A.A.S., College of DuPage; B.S.N., University of Kansas; M.S., University of Kansas; Ph.D., University of Missouri - Kansas City.

**Lucy J. Hood**, (2015- ) Professor; Chair, Department of Pre-Licensure Nursing Education  
Nursing Diploma, Saint Luke's Hospital School of Nursing; B.S.N., Webster University;  
M.S.N., University of Missouri-Kansas City; Ph.D., Widener University.

**Sarah M. Miller**, (2013- ) Associate Professor, Department Chair, Post-Licensure and Graduate  
Nursing Education

A.S., Kansas City Kansas Community College; B.S.N., MidAmerica Nazarene University;  
M.S.N., MidAmerica Nazarene University; Ed.D., Creighton University.

**Amanda Addis**, (2015- ) Assistant Professor  
A.D.N. Labette Community College; B.S.N. Pittsburg State University;  
M.S.N. University of Missouri – Kansas City.

**Jennifer S. Blanchard**, (2016- ) Associate Professor  
A.D.N, State Fair Community College; B.S.N., Central Methodist University; M.S.N.,  
University of Central Missouri; D.N.P, American Sentinel University.

**Laurie Brooks**, (2014- ) Associate Professor  
A.D.N. Penn Valley Community College; B.S.N. University of Phoenix; B.A. University of  
Missouri Kansas City; M.S.N. University of Phoenix; M.B.A., University of Phoenix; Ph.D.,  
North Central University.

**Susan K. Conde**, (2013- ) Assistant Professor  
A.D.N., Eastern New Mexico University; B.S.N., University of Phoenix; M.S.N., MidAmerica  
Nazarene University.

**Patricia E. Conejo**, (2011- ) Professor

A.S., Kansas City, Kansas Community College; B.S.N., University of Kansas; M.S., University of Kansas; Ph.D., University of Kansas.

**Crysti Danahy**, (2017- ) Associate Professor

B.S. Biology, Missouri Southern State College; B.S.N, Research College of Nursing; M.S.N, Research College of Nursing; D.N.P, University of Missouri - Columbia.

**Jennifer Ferguson**, (2014- ) Assistant Professor

B.S.N., Cox College of Nursing and Health Sciences; M.S.N., University of Missouri-Kansas City.

**Susannah A. Hart**, (2013- ) Assistant Professor

B.S.N., University of Kansas; M.S.N., MidAmerica Nazarene University.

**Victoria Haynes**, (2015- ) Associate Professor

B.S.N., Avila University; M.S.N., Research College of Nursing; D.N.P., University of Missouri-Kansas City.

**Susan G. Larson**, (1989- ) Professor

B.S.N., MidAmerica Nazarene University; M.S., University of Kansas; Ph.D., University of Kansas.

**Lauren A. Loyd**, (2013- ) Assistant Professor

B.S.N., Carlow University; M.S.N., MidAmerica Nazarene University.

**Joanne H. McDermott**, (2012- ) Professor

B.S.N., State University of New York - Plattsburgh; M.A., New York University; Ph.D., University of Kansas.

**Anne M. Mercer**, (2016- ) Assistant Professor

B.S.N., Grandview College; M.S.N., University of Missouri- Kansas City.

**Michele A. Noble**, (2015- ) Assistant Professor

B.S.N., Oral Roberts University; M.N., University of Kansas.

**Rachel A. Storm**, (2012- ) Assistant Professor of Nursing

B.S.N., MidAmerica Nazarene University; M.S.N., MidAmerica Nazarene University.

## Departmental Outcomes

The professional nursing programs build upon the general education outcomes of the University to achieve their mission and purpose. Definitions of the outcomes as applied to the nursing programs are as follows:

### New General Education Outcomes

1. Faith Integration – Using one’s Christian faith to guide one’s life and professional nursing practice.
2. Formational Thinking –Exercising intellectual curiosity, creative problem-solving, and precision of thinking by locating, analyzing, organizing, and applying knowledge for meaningful solutions for one’s life and for professional nursing practice.
3. Discovering Creation – Learning and interpreting information from creation as a person and incorporating this information into one’s personal life and while engaging in professional nursing practice.
4. Communication & Self-Expression – Communicating effectively and engaging in therapeutic use of self when working with persons with diverse nursing care needs as a professional nurse.
5. Global Citizenship – Providing culturally sensitive nursing care and working to improve the practice of nursing and health care delivery.

### General Education Outcomes

The outcomes of the undergraduate nursing programs are extensions of the outcomes of the general education core curriculum at MidAmerica. While the general education outcomes speak to the general, desired goals of the general education courses, the undergraduate nursing program outcomes speak to the specific desired goals of the nursing curriculum. In addition, both the general education and nursing outcomes are congruent with the AACN *Essentials* document.

General Education Outcomes	Undergraduate Nursing Program Outcomes	AACN <i>Essentials of Baccalaureate Education for Professional Nursing Practice</i> (2008)
<p><b>Faith Integration</b> – Students gain knowledge through Scripture, tradition, reason, and experience, in order to know the triune God—Father, Son, Spirit—and deepen their faith journey.</p>	<p><b>Spiritual Development:</b> the cultivation of Christian approach to one's life and professional nursing practice that permeates the student’s attainment of departmental outcomes.</p> <ul style="list-style-type: none"> <li>• acknowledging and/or demonstrating an appreciation of the role of the Christian world view in promoting holistic health of self and others;</li> <li>• supporting patients with differing moral-ethical and cultural values through mutual respect and shared decision-making; and,</li> <li>• recognizing and providing for the spiritual needs of patients, families, and interdisciplinary team members in a thoughtful and caring manner.</li> </ul>	<p><b>The baccalaureate program prepares the graduate to:</b></p> <ul style="list-style-type: none"> <li>• synthesize theories and concepts from liberal education to build an understanding of the human experience.</li> <li>• engage in ethical reasoning and actions to provide leadership in promoting advocacy, collaboration, and social justice as a socially responsible citizen.</li> <li>• demonstrate tolerance for the ambiguity and unpredictability of the world and its effect on the healthcare system (p. 12, ¶ 3).</li> </ul>

General Education Outcomes	Undergraduate Nursing Program Outcomes	
<p><b>Formational Thinking</b> – Students exercise intellectual curiosity, creative problem- solving, and precision of thinking by locating, analyzing, organizing, and applying knowledge for meaningful solutions.</p>	<p><b>Critical Thinking:</b> the application of current research, theory, professional standards, and ethical codes to influence the ongoing generation and evaluation of creative ideas for the purpose of solving patient, family, and/or community health issues/concerns/problems</p> <ul style="list-style-type: none"> <li>• Identifying credible, authoritative sources and properly citing relevant, essential information encountered in the exploration of complex issues</li> <li>• integrating best current evidence with key clinical concepts and individual patient preferences and values to promote clinical reasoning and the delivery of safe, individualized care;</li> <li>• monitoring and evaluating the outcomes of care;</li> <li>• identifying necessary changes that will enhance the quality and safety of care;</li> <li>• functioning as a team member to generate criteria, data, and solutions;</li> <li>• critically appraising the effects of personal and professional actions with respect to their impact on the nurse’s integrity and ethical imperatives;</li> <li>• demonstrating adaptability and flexibility in one’s approach to managing competing and ever changing priorities in complex healthcare environments; and,</li> <li>• demonstrating a commitment to life-long learning and scholarship to heighten the quality of nursing practice.</li> </ul>	<p><b>The baccalaureate program prepares the graduate to:</b></p> <ul style="list-style-type: none"> <li>• integrate knowledge, skills, and values from the arts and sciences to provide humanistic, safe quality care; to act as advocates for individuals, families, groups, communities, and/or populations; and to promote social justice (p. 12, ¶ 2).</li> <li>• integrate theories and concepts into nursing practice.</li> <li>• synthesize theories and concepts to build an understanding of human experience.</li> <li>• use skills of inquiry, analysis, and information literacy to address practice issues.</li> <li>• apply knowledge of social and cultural factors to the care of diverse populations.</li> <li>• integrate knowledge and methods of a variety of disciplines to inform decision making.</li> <li>• demonstrate tolerance for the ambiguity and unpredictability of the world and its effect on the healthcare system.</li> <li>• value the ideal of lifelong learning to support excellence in nursing practice (p. 12, ¶ 3).</li> <li>• integrate evidence, clinical judgment, interprofessional perspectives, and patient preferences in planning, implementing, and evaluating outcomes of care (p. 16, ¶ 4).</li> </ul>
	<p><b>Scientific Literacy:</b> the acquisition of nursing’s unique body of knowledge and an understanding of</p>	<p>The baccalaureate program prepares the graduate to:</p>

the processes by which that knowledge was achieved and can be developed.

- integrating knowledge from physical and social sciences with evidence-based nursing knowledge and patient preferences to provide safe, individualized, quality nursing care;
- continuously expanding personal nursing knowledge and effectiveness by integrating nursing research and theory into clinical practice;
- identifying the importance of nursing's unique, evidence-based body of knowledge and the ethical processes by which that knowledge is developed;
- demonstrating evidence of being a knowledgeable consumer of scholarly nursing research; and,
- gathering and sharing credible data and information that will assist in solving problems, expanding nursing knowledge, and improving patient outcomes.

- integrate theories and concepts from liberal education into nursing practice.
- use skills of inquiry, analysis, and information literacy to address practice issues.
- integrate the knowledge and methods of a variety of disciplines to inform decision making (p. 12, ¶ 3).
- explain the interrelationships among theory, practice, and research.
- demonstrate an understanding of the basic elements of the research process and models for applying evidence to clinical practice.
- participate in the process of retrieval, appraisal, and synthesis of evidence in collaboration with other members of the healthcare team to improve patient outcomes.
- integrate evidence, clinical judgment, professional perspectives, and patient preferences in planning, implementing, and evaluating outcomes of care.
- collaborate in the collection, documentation, and dissemination of evidence.
- acquire an understanding of the process for how nursing and related healthcare quality and safety measures are developed, validated, and endorsed (p. 16, ¶ 4).

<p><b>General Education Outcomes</b></p>	<p><b>Undergraduate Nursing Program Outcomes</b></p>	
<p><b>Discovering Creation</b> – Students learn and interpret information from creation, both as one who is created and one capable of creatively engaging their world.</p>	<p><b>Self-Understanding:</b> the self-application of physical, mental, emotional, social, and spiritual health promotion practices, as the basis of knowledge that will enhance the provision of holistic care to others.</p> <ul style="list-style-type: none"> <li>• recognizing personal attitudes regarding others’ ethnic, cultural, spiritual, and social backgrounds and committing to value the infinite worth of all;</li> <li>• demonstrating a commitment to life-long learning and continual self-assessment to achieve one’s highest potential;</li> <li>• demonstrating caring and respectful attitudes and behaviors while interacting ethically and compassionately with others; and, recognizing areas of growth potential and seeking resources for self-development and improvement.</li> </ul>	<p><b>The baccalaureate program prepares the graduate to:</b></p> <ul style="list-style-type: none"> <li>• synthesize theories and concepts from liberal education to build an understanding of the human experience.</li> <li>• engage in ethical reasoning and actions to provide leadership in promoting advocacy, collaboration, and social justice as a socially responsible citizen.</li> <li>• demonstrate tolerance for the ambiguity and unpredictability of the world and its effect on the healthcare system (p. 12, ¶ 3).</li> <li>• promote achievement of safe and quality outcomes of care for diverse populations (p. 14).</li> <li>• advocate for the protection of human subjects in the conduct of research (p. 16).</li> </ul>
<p><b>General Education Outcomes</b></p>	<p><b>Undergraduate Nursing Program Outcomes</b></p>	
<p><b>Communication &amp; Self-Expression</b> – Students integrate knowledge, creativity, and ethical practice by understanding, producing, and evaluating messages in and for multiple contexts.</p>	<p><b>Effective Communication:</b> the ability to interact clearly with individuals and/or groups for the purpose of sharing information, ideas, and/or emotions.</p> <ul style="list-style-type: none"> <li>• functioning effectively with students, faculty, patients, family members, nursing, and inter-professional teams; and fostering open communication, mutual respect, and shared decision-making to achieve quality patient care;</li> <li>• using information and technology to communicate and manage knowledge, mitigate error, and support decision-making;</li> </ul>	<p><b>The baccalaureate program prepares the graduate to:</b></p> <ul style="list-style-type: none"> <li>• use written, verbal, non-verbal, and emerging technology methods to communicate effectively.</li> <li>• demonstrate tolerance for the ambiguity and unpredictability of the world and its effect on the healthcare system (p. 12, ¶ 3).</li> <li>• demonstrate leadership and communication skills to effectively implement patient safety and quality improvement initiatives</li> </ul>

	<ul style="list-style-type: none"> <li>• valuing continuous improvement of one’s own communication and conflict resolution skills;</li> <li>• managing conflict and negotiating equitable solutions with others; and,</li> <li>• demonstrating openness and cultural competence to facilitate nurse-patient communication and inter-professional collaboration.</li> </ul>	<p>within the context of the interprofessional team (p. 14, ¶ 1).</p> <ul style="list-style-type: none"> <li>• use telecommunication technologies to assist in effective communication in a variety of healthcare settings (p. 18, ¶ 7).</li> <li>• recognize the role of information technology in improving patient care outcomes and creating a safe care environment (p. 19).</li> <li>• articulate, through a nursing perspective, issues concerning healthcare delivery to decisions makers within healthcare organizations and other policy arenas (p. 21).</li> <li>• use inter-and intra-professional communication and collaborative skills to deliver evidence-based, patient centered care (p. 22).</li> <li>• incorporate effective communication techniques, including negotiation and conflict resolution to produce positive professional working relationships (p. 22).</li> <li>• communicate to the healthcare team one’s personal bias on difficult healthcare decisions that impacts one’s ability to provide care (p. 28).</li> </ul>
	<p><b>Aesthetic Literacy:</b> the application of caring and creativity in nursing, the “finest art.”</p> <ul style="list-style-type: none"> <li>• demonstrating a personalized expression of the art of nursing;</li> <li>• utilizing an aesthetic approach in selected projects, presentations, and nursing care;</li> <li>• recognizing the aesthetic component of human responses/interactions; and,</li> <li>• demonstrating a sensitivity and respect for the diversity of human experience encouraging individual patient expression of values, preferences, and needs.</li> </ul>	<p><b>The baccalaureate program prepares the graduate to:</b></p> <ul style="list-style-type: none"> <li>• integrate theories and concepts from liberal education into nursing practice.</li> <li>• synthesize theories and concepts from liberal education to build an understanding of the human experience.</li> <li>• apply knowledge of social and cultural factors to the care of diverse populations.</li> </ul>

		<ul style="list-style-type: none"> <li>• demonstrate tolerance for the ambiguity and unpredictability of the world and its effect on the healthcare system (p. 12, ¶ 3).</li> </ul>
--	--	---

General Education Outcomes	Undergraduate Nursing Program Outcomes	
<p><b>Global Citizenship –</b> Students apply historical and cultural knowledge to the development of self and demonstrate sensitivity across cultures, ethnicities, beliefs and life experiences.</p>	<p><b>Social Responsibility:</b> the personal involvement of self in nursing’s role and responsibilities to people and society.</p> <ul style="list-style-type: none"> <li>• Demonstrating personal responsibility for exhibiting qualities of professionhood: advocacy, autonomy, service orientation, self-regulation, ethical and legal behavior knowledge acquisition, participation in nursing activities/organizations, leadership, and management skills</li> <li>• Provide safe, effective, and holistic nursing care to developmentally and socio-culturally diverse patients/families/communities locally and globally;</li> <li>• Accepting the professional and personal responsibility in seeking lifelong, continuous learning of information technology skills that support clinical decision-making, error prevention and care coordination;</li> <li>• Respecting patients’ rights to personal healthcare records while protecting confidentiality.</li> </ul>	<p><b>The baccalaureate program prepares the graduate to:</b></p> <ul style="list-style-type: none"> <li>• engage in ethical reasoning and actions to provide leadership in promoting advocacy, collaboration, and social justice as a socially responsible citizen.</li> <li>• demonstrate tolerance for the ambiguity and unpredictability of the world and its effect on the healthcare system.</li> <li>• value the ideal of lifelong learning to support excellence in nursing practice (p. 12, ¶ 3).</li> <li>• promote factors that create a culture of safety and caring.</li> <li>• promote achievement of safe and quality outcomes of care for diverse populations (p. 14).</li> <li>• participate as a nursing professional in political processes and grassroots legislative efforts to influence healthcare policy.</li> <li>• advocate for consumers and the nursing profession (p. 21).</li> </ul>

---

## PROFESSIONAL NURSING PROGRAMS

---

There are two professional studies tracks for students to obtain a Bachelor of Science in Nursing degree (BSN). Both tracks are centered with the same philosophy and program outcomes.

The Accelerated BSN Nursing Program (ABSBN) is designed for the adult student with a previous bachelor's degree and/or significant college coursework and/or work experience related to healthcare.

The Accelerated RN-BSN Program is designed to integrate and build upon the nursing knowledge and experience of the Registered Nurse (RN). The curriculum provides educational experiences that enhance knowledge, increase competencies, and develop interpersonal interactions of the practicing RN. This one-year, accelerated RN-BSN program offers both on-site and online course delivery options.

---

### ACCELERATED BSN (ABSBN) PROGRAM

---

The Accelerated BSN (ABSBN) Program is designed for the adult student with previous college course work and/or with previous healthcare-related experiences, i.e., MICT and LPN. The ABSBN curriculum provides educational experiences that enhance the knowledge, competencies, and professional behaviors of the adult learner. The program is organized into six distinct 7-week modules consisting of a total of 64-credit hours provided over a twelve-month period. Course work may be delivered onsite, online and/or hybrid instruction.

Students must complete all prerequisites prior to starting the program. All students must take all required nursing courses. The Biblical Perspectives course is considered a general education requirement and students may transfer previous coursework in Biblical studies if the course is approved by the Chair of the Christian Ministry and Formation Department. Upon successful program completion, students receive the Bachelor of Science in Nursing degree and are eligible to take the NCLEX-RN® examination.

#### ADMISSION TO THE ACCELERATED BSN NURSING PROGRAM

##### Admission requirements include:

- Eligible applicants for this program are those who:
  - have a BS or BA degree in another field from a regionally-accredited college or university, **OR**
  - are an LPN or MICT with 60 hours of college credit from a regionally-accredited college or university, **OR**
  - are HIGHLY motivated with at least 60 hours of credit from a regionally-accredited college or university.
  - have a program prerequisite GPA of at least 3.0 on a 4.0 grading scale, **AND**
  - have a cumulative undergraduate GPA\* of at least 2.7 on a 4.0 grading scale.
  - submit **TEAS V computerized scholastic aptitude test** – a minimum adjusted **individual score of 68** must be achieved in a maximum of two attempts and test scores, must be sent to MNU's School of Professional and Graduate Studies by the agency.
- All prerequisite courses must be successfully completed prior to beginning the program and MNU must have final transcripts.
- English Language Requirements: All applicants to the MNU nursing major whose native language is not English must demonstrate an established level of English language proficiency through the TOEFL iBT exam. TOEFL (iBT) scores are required as follows:
  - 21 minimum on Reading, Listening and Writing sub-scores
  - 26 minimum on Speaking sub-score

- **Functional Abilities:** Nursing students at MNU must be able to think critically, interact with others, and perform skills essential to professional nursing practice. The Table of Functional Abilities identifies characteristics required of all persons seeking admission to, and desiring to progress in, the nursing program. If a student believes that he or she cannot meet one or more of the standards, faculty in the nursing program will determine whether a reasonable accommodation may be offered. The Nursing program reserves the right to deny program admission to any student who does not demonstrate competency, with or without reasonable accommodation, in these areas. In addition, any student who does not demonstrate continued competency in these areas may be dismissed from the program. The Table of Functional Abilities is available by request from the Pre-Licensure Nursing Department.
- No unsuccessful academic performance in another professional nursing program.
- This program has a highly competitive selection process with limited enrollment.

**Application Process:**

- Complete online application for MNU on the MNU website.
- Follow link from MNU application to apply to the program through Nursing CAS.
- Submit the required application documents, Nursing CAS application, and \$45 application fee as directed through the Nursing CAS website.
- Pay a \$30 supplemental application fee to MNU.

**Procedure to apply for admission to the Accelerated BSN program:**

1. Application and acceptance to MidAmerica Nazarene University.
2. Completion of an application submitted through an online centralized admission service. Visit NursingCAS for the online application.
3. The online application process will include requests for:
  - a. all official college/university transcripts. Note: foreign transcripts must be evaluated by an NACES agency before application deadline;
  - b. two (2) professional references.
  - c. personal statement (directions provided by NursingCAS).
4. Application deadline for spring start is January 31st and application deadline for fall start is July 31st.
5. A financial plan to pay for the program in place before courses start.

**ABSN Program Prerequisites:**

- 3 hrs. Human Growth and Development/Child Development
- 3 hrs. College Algebra, or higher level algebra course (or proficiency)  
\*Proficiency examinations such as The College Level Examination Program (CLEP) may be used to receive credit.
- 3 hrs. Probability and Statistics
- 3 hrs. English Comp I: Writing and Rhetoric (or proficiency)
- 3 hrs. Public Speaking (will accept Interpersonal Communication)
- 8hrs. Anatomy and Physiology (will consider 5 or 6 hour combined course in transfer, but highly recommend a supplemental physiology course as a science elective)
- 3 hrs. Human Nutrition - must be a science-based course (e.g. a biology or general science course). Other nutrition courses [health, PE] may/may not be accepted based on the course description and/or syllabus)
- 5-7 hrs. Health Science courses that relate to nursing. Recommended: physiology (if a student has 5-6 hour combined course of A/P), chemistry, biology, genetics, microbiology, etc.) [Must have a minimum of 15 hours of science.]

**CURRICULUM PLAN AND COURSE DESCRIPTIONS**

<b>Module</b>	<b>Course #</b>	<b>Course Title</b>	<b>Credit Hours</b>	<b>Class/ Lab Hours/ Week</b>
<b>Module 1</b>				
1	NURS 3703	Discipline & Practice of Professional Nursing	3	6
1	NURS 3183	Concepts of Nursing Care I	3	4+lab
1	NURS 3183	Concepts of Nursing Care I Lab		6
1	NURS 3402	Culture of Safety and Quality in Nursing Practice	2	4
<b>Module 1 &amp; 2</b>				
1 & 2	NURS 3013	Pathophysiology	3	3
1 & 2	NURS 3903	Pharmacotherapy for Nursing	3	3
<b>Module 2</b>				
2	NURS 3602	Health Assessment for Nurses	2	3+lab
2	NURS 3602	Health Assessment for Nurses Lab		3
2	NURS 3902	Gerontological Nursing	2	4
2	NURS 3182	Concepts of Nursing Care II Lab/Clinical	2	12
<b>Module 3</b>				
3	NURS 3502	Mental Health Nursing	2	4
3	NURS 3803	Biblical Perspectives	3	3
3	NURS 3068	Health Restoration I	8	8+clinical
3	NURS 3068	Health Restoration Clinical		16
<b>Module 4</b>				
4	NURS 4313	Pediatric Nursing	3	4+clinical
4	NURS 4313	Pediatric Nursing Clinical		6
4	NURS 3178	Health Restoration II	8	8+clinical
4	NURS 3178	Health Restoration II Clinical		16
<b>Module 5</b>				
5	NURS 4513	Population-Based Health Theory	3	4+clinical
5	NURS 4513	Population-Based Health Clinical		6
5	NURS 4113	Maternal & Women's Health Nursing	3	4+clinical
5	NURS 4113	Maternal & Women's Health Nursing Clinical		6
5	NURS 4213	Nursing Research and Evidence-Based Practice	3	6
<b>Module 5 &amp; 6</b>				
5 & 6	NURS 4201	Senior Seminar: Transition to Nursing Practice	1	1
<b>Module 6</b>				
6	NURS 4304	Nursing Leadership & Professional Issues	4	8
6	NURS 4902	Acute Complex Nursing Care	2	4
6	NURS 4684	Nursing Internship (clinical course)	4	24

## **MODULE 1**

### **NURS 3703: DISCIPLINE AND PRACTICE OF PROFESSIONAL NURSING**

Designed to provide insight into the vocation of professional nursing, as viewed through the paradigm of the program outcomes of the Department of Pre-licensure Nursing Education, including: aesthetic literacy, critical thinking, effective communication, scientific literacy, self-understanding, social responsibility, and spiritual development. “Relationship-centered care” is introduced as an essential requisite of professional nursing, as well as the inherent values of altruism, autonomy, human dignity, integrity, and social justice.

### **NURS 3183: CONCEPTS OF NURSING CARE I**

A study of evidence-based practice regarding fundamental nursing interventions and the professional nursing role. The knowledge, skills, and attitudes that are necessary to perform procedures and assess healthcare outcomes related to therapeutic interventions are presented and student understanding is verified through testing and return-demonstrations. Special emphasis is given to the delivery of “relationship-centered care” within a holistic framework as it applies to proficient nursing knowledge and psychomotor skills. Competency with drug calculation and safe medication administration are also required proficiencies. Learning experiences occur through lecture/discussion, assignments (including online learning), and the simulated laboratory setting.

### **NURS 3402: CULTURE OF SAFETY AND QUALITY IN NURSING PRACTICE**

Offers advanced study in the area of patient safety and quality. The importance of human interaction as the foundation of any therapeutic or healing activity is explored. Emphasized is the model of “just culture” as a conceptual framework that leads to improvement of patient safety outcomes through managing human behavior and system design. “Quality & Safety Education for Nurses” (QSEN) and the “Institute of Medicine” (IOM) reports are utilized. The application of informatics is explored as an avenue to enhance healthcare outcomes.

## **MODULE 1 & 2**

### **NURS 3013: PATHOPHYSIOLOGY**

Designed to enhance student understanding of pathophysiological concepts and processes, as well as selected diseases. A systems approach is used to explore the pathophysiology, etiologies, risk factors, clinical presentation, and diagnostics of selected diseases. Basic prevention and/or treatment measures are also considered.

### **NURS 3903: PHARMACOTHERAPY AND NURSING CARE**

Designed to introduce the clinical application of pharmacology regarding health and illness. A systems approach is used to evaluate various drug classifications. The student is expected to assess, process, and apply drug-related information, including: generic/trade names and clinical uses, basic mechanisms of action(s), side effects, contraindications, interactions, parameters for safe administration, evaluation of drug effectiveness, and adverse/toxic effects.

## **MODULE 2**

### **NURS 3182: CONCEPTS OF NURSING CARE II**

Designed to demonstrate knowledge and skills related to professional nursing practice, including: nursing process, informatics, patient-care technologies, therapeutic interventions, and holistic assessment. Clinical experiences expose students to a range of technologies that facilitate health -promotion, -maintenance, and -restoration, including patient monitoring systems, medication administration systems, and other technologies to support patient care. Students gather and document care data as a foundation for decision making for the healthcare team. The overarching goal for this course is the delivery of safe and effective “relationship-centered care” to a diverse patient population. Learning experiences occur in the simulated laboratory setting as well as clinical healthcare facilities.

**NURS 3602: HEALTH ASSESSMENT**

Provides an opportunity for students to develop competence in comprehensive health assessment as viewed through the lens of “relationship-centered care”. Students develop the necessary knowledge, skills, and attitudes regarding history-taking and holistic assessment, including assessment in the following domains: physical, role, development, psycho-social, spiritual, and risk, i.e. genetics, environment, nutrition, exercise, stress, economics, and abuse. Learning experiences occur in the simulated laboratory setting as well as clinical healthcare facilities.

**NURS 3902: GERONTOLOGICAL NURSING**

Evidence-based practice and “relationship-centered care” of older adults are the focus of this course. Major course concepts include: demographics of the aging population; common physiological, psychological, sociological, and spiritual issues affecting the health of older adults; health -promotion, -maintenance, -restoration concepts and interventions; options in the continuum of care; and death as a final developmental process.

**MODULE 3****NURS 3068: HEALTH RESTORATION I**

Part one of a two-part course series focusing on “relationship-centered care” of adults experiencing acute illness, exacerbation of a chronic condition, and/or surgery. A systems approach is used and the role of the medical-surgical nurse in caring for patients with various diseases is presented. Course content emphasizes the development of knowledge and skills for patient problems related to: the perioperative experience, fluid and electrolyte imbalance, inflammation & immune dysfunction (including cancer), the respiratory, gastrointestinal and musculoskeletal systems, as well as concepts related to emergency nursing and mass casualty principles. In addition to caring for the physical needs of the patient, students are encouraged to consider the patient’s spiritual, emotional, and learning needs. Students continue to develop testing skills based upon the structure and format of the most recently published NCLEX- RN® test plan. Clinical learning experiences occur in the acute-care clinical setting.

**NURS 3502: MENTAL HEALTH NURSING**

A study of evidence-based practice and nursing care of patients with mental illness. Developmental, sociocultural, psychological, and situational aspects of life that impact the mental health of individuals, families, and communities are explored. Special emphasis is given to the delivery of “relationship-centered care” within a holistic framework as it applies to mental health -promotion, -maintenance, and -restoration. Principles of communication as an intervention to develop therapeutic relationships are emphasized.

**NURS 3803: BIBLICAL PERSPECTIVES**

Reflects MidAmerica Nazarene University’s commitment, as a Christian liberal arts university, to nurturing an appreciation for the rich resources of the Scriptures. Cultural, societal, and Biblical themes are explored through the study of the literature and history of the Bible. Students study the development of five major themes throughout the Bible and examine Biblical concepts as they relate to current professional issues and the integration of faith, learning, and living.

**MODULE 4****NURS 3178: HEALTH RESTORATION II**

Part two of a two-part course series, building upon knowledge gained in NURS 3068 Health Restoration I. Focuses on “relationship-centered care” of adults experiencing acute illness, exacerbation of a chronic condition, and/or surgery. A systems approach is used and the role of the medical-surgical nurse in caring for adults with various diseases is presented. Emphasis focuses on the development of knowledge and skills for patient problems related to the following systems: cardiovascular, hematologic, endocrine, genitourinary, and integumentary. In addition to caring for the physical needs of the patient, students are encouraged to consider the patient’s spiritual, emotional, and learning needs. Students continue to develop testing

skills based upon the structure and format of the most recently published NCLEX-RN® test plan. Builds upon knowledge gained in previous and concurrent courses to provide a comprehensive and overall understanding of how to care for adults in the acute-care clinical setting.

### **NURS 4313: PEDIATRIC NURSING**

A study of evidence-based nursing care of children and their families. Special emphasis is given to the delivery of “relationship-centered care” within a holistic framework as it applies to health promotion, maintenance, and restoration. Cultural values and health needs specific to the pediatric patient are explored. Hospital and community-based settings provide theory to practice application. Simulation may be used adjunctively to enhance student’s clinical learning experience.

## **MODULE 5**

### **NURS 4113: MATERNAL AND WOMEN’S HEALTH NURSING**

A study of evidence-based practice and nursing care of childbearing families, and women. Special emphasis is given to the delivery of “relationship-centered care” within a holistic framework as it applies to health -promotion, -maintenance, and -restoration of child-bearing families’ and women. Cultural values and women’s health needs specific to the lifespan are presented. Hospital and community-based settings provide theory to practice application. Simulation may be used adjunctively to enhance student’s clinical learning experience.

### **NURS 4213: NURSING RESEARCH & EVIDENCE-BASED PRACTICE**

Designed to develop students’ knowledge of scholarship through the research process and the role of theory & evidence to inform nursing practice (and practice to theory, etc.); to develop skills to become astute consumers of nursing research; and to apply knowledge of the research process in nursing practice. Students are introduced to computer applications that facilitate the research process such as in literature reviews and data analysis. Ethical and legal precepts that guide research in the protection of patient rights are emphasized. The student identifies standards of practice that impact patient outcomes. Additionally, students acquire an understanding of the process for how nursing and related healthcare quality and safety measures are developed, validated, and endorsed.

### **NURS 4513: POPULATION-BASED HEALTH**

A study of evidence-based practice and nursing care of populations. Special emphasis is given to the delivery of “relationship-centered care” within a holistic framework as it applies to health -promotion, -maintenance, and -restoration of complex systems and aggregates in the community, state, nation, and world. Included are concepts of epidemiology, health promotion (primary, secondary, and tertiary levels), disease prevention, health policy, healthcare delivery systems, and the Healthy People Initiatives. Selected environmental components affecting community health to be explored include historical, political, economic, social, and cultural influences. The role of the healthcare provider in advocating for healthy communities is presented. Factors influencing access to care, as well the provision of care for chronically ill populations in integrated healthcare delivery systems consisting of ambulatory-and non-acute-care-based agencies, will be explored. Community-based settings, non-acute- care agencies, and/or ambulatory clinics provide theory to practice application. Simulation may be used adjunctively to enhance students’ clinical learning experiences.

## **MODULE 5 & 6**

### **NURS 4201: SENIOR SEMINAR, TRANSITION TO PRACTICE**

Designed to prepare senior nursing students for the challenges of transition from pre-licensure nursing education to the practice of professional nursing. Students will gain understanding of their relationship with the State Board of Nursing and professional licensure requirements. Additionally, students will be challenged to prepare for the NCLEX-RN® examination with a content review based upon the current NCLEX-RN® Test Plan. Classroom activities to develop critical thinking and successful test taking skills will be presented.

## MODULE 6

### **NURS 4304: NURSING LEADERSHIP & PROFESSIONAL ISSUES**

As viewed through the lens of “relationship-centered care”, emphasizes the role of the professional nurse in creating a culture of advocacy, safety and quality through team performance. Also strives to develop student knowledge, skills and attitudes as leaders, designers/managers/coordinators of care and as members of the nursing profession. With knowledge of healthcare policy, finance, and regulatory environments, students are encouraged to envision and shape a preferred future for the nursing profession and healthcare in general.

### **NURS 4684: NURSING INTERNSHIP**

This course uses a preceptor model of learning to provide students with an opportunity to synthesize and integrate all previous learning experiences. The ultimate goal of this course is to acclimate and transition to the professional role of a registered nurse. The setting of this course occurs in a clinical setting where students with an assigned preceptor to deliver professional nursing care.

### **NURS 4902: ACUTE-COMPLEX NURSING CARE**

A study of evidence-based practice and “relationship-centered care” of patients who are at high risk for actual or potential life-threatening health problems. Students apply knowledge of systems, dysfunction, pathophysiology, diagnostic data, pharmacology, and treatment protocols in the process of providing, analyzing, and evaluating care processes of the acute-complex and/or critically-ill patient.

#### **Additional Information:**

- No grade lower than a C is acceptable in any of the prerequisite courses, and students with higher grades in the sciences will be better positioned for acceptance.
- All of the prerequisite courses do not have to be completed before program application; however, they must be completed and official transcripts received by MNU’s Registrar before the respective start dates of the ABSN program.
- Students with a previous bachelor degree from an accredited college/university are considered to have met additional MidAmerica Nazarene University general core requirements. Students without a previous bachelor degree may also need to complete other courses (to satisfy general education requirements) before starting the ABSN program.

Other requirements prior to beginning clinical courses (Module 2):

1. Health/hospitalization insurance
2. Documentation of immunization records.
3. Certified background checks.
4. Current Basic Life Support (BLS) for Healthcare Professional Certification from the American Heart Association.
5. Criminal background certification check. If a student does not pass the criminal background check, he/she may not be allowed access to clinical agencies. In this case, a student would not be able to meet course requirements, resulting in a failing grade for the course.
6. Negative urine drug screen.

## **RETENTION IN THE ACCELERATED BSN PROGRAM**

Following completion of each nursing course, students are evaluated by nursing faculty in terms of both scholastic and clinical nursing performance.

1. The SON requires the attainment of an overall course grade of C (73%) or higher in all courses of the major with prefix NURS. A grade of less than C (73%) is considered a failing grade for any NURS course. Any lab or clinical portion of a course must receive a PASS to be successful. A FAIL will be transcribed as an F.

2. In addition, the SON requires the attainment of a grade of C (73%) or higher on the testing portion of the course grade for all nursing courses that include exams. The exam average will be calculated in one of two ways: (1) as an overall test average, or (2) a weighted test average, as determined by individual faculty and described in each course syllabus. The lower of (a) the overall course grade or, (b) the testing portion of the grade, or (c) the Pass/Fail portion of the course, will stand as the grade for the course.
3. Failure to meet the above requirements will result in failure of the course. Any course failure in the Accelerated BSN program will result in the immediate dismissal from the program. Students who are dismissed from the ASBN program may apply for acceptance into the Traditional BSN (TBSN) program according to the program application process. Prior acceptance into the ABSN program is not a guarantee of acceptance into the Traditional BSN program.

Contact the Pre-licensure Nursing Department for a complete listing of the admission and progression criteria, time frames involved, and other specific information about the Accelerated BSN program.

## **INFORMATION RELATED TO LICENSURE AND NCLEX-RN® EXAMINATION**

Graduation from the Accelerated BSN program prepares individuals to take the NCLEX- RN® (RN licensure exam) in any state. Students taking the examination in Kansas will be notified about application procedures. Students taking the NCLEX- RN® examination in other states must assume individual responsibility for contacting the appropriate state board of nursing for licensure application requirements and procedures.

Since individual state boards of nursing have different regulations, it is the student's responsibility to make sure he/she has met all eligibility requirements. For example, individuals who have been convicted of a felony or certain misdemeanors may or may not be eligible for RN licensure in a given state. Other reasons why a license to practice as an RN may be denied, revoked, limited, or suspended in the state of Kansas are also listed in the Kansas Nurse Practice Act. The entire Kansas Nurse Practice Act may be accessed at [ksbn.kansas.gov/npa](http://ksbn.kansas.gov/npa).

---

## ACCELERATED RN-BSN PROGRAM

---

The Accelerated RN-BSN Program is provided in a convenient 5-week format, with on-site classroom instruction occurring one day per week. Coursework for this program is delivered on the main Olathe campus and in an online format.

The nursing curriculum for the Accelerated RN-BSN Program includes similar General Education requirements as the traditional BSN program. The number of hours required varies depending on the number of hours transferred or the credits achieved through examination and/or validation of life-learning experiences. See admission criteria for a list of requirements. Flexibility in the sequence of courses is allowed.

### ADMISSION TO THE ACCELERATED RN-BSN NURSING PROGRAM

#### Criteria for Admission Eligibility to the Accelerated RN-BSN Program

1. Acceptance to MidAmerica Nazarene University.
2. Official transcripts from all institutions previously attended.
3. An Associate of Applied Sciences, Associate of Science, Diploma in Nursing OR minimum number of transferable college credits which meet program specific requirements.
4. Transcripts must document a minimum cumulative grade point average (GPA) of 2.5 on a 0-4 scale, calculated on the courses required for the nursing major from the associate degree, or diploma, nursing program.
5. Active, unencumbered RN license in the United States.
6. Credits may be accepted in transfer from Regionally Accredited colleges and universities.

#### **Application Process:**

- Complete online application.
- Submit official transcripts from all colleges and universities attended.

Contact the Professional and Graduate Studies Admissions Department for other specific information regarding the Accelerated RN-BSN Program.

**RN-BSN CURRICULUM REQUIREMENTS**

Nursing Outcomes	RN-BSN Requirement
Aesthetic Literacy (0 hours)	•General Elective
Critical Thinking (9 hours)	•Intermediate Algebra(3) (or higher math) •Probability & Statistics (3) •Ethics in Healthcare (3)
Effective Communication (9 hours)	•English Comp I (3) •Research Writing in Healthcare or English Comp II (3) •Effective Communication in Healthcare or Public Speaking or Interpersonal Communication (3)
Scientific Literacy (15 hours)	•Anatomy & Physiology (5)(minimum) •Nutrition (3) •Pathophysiology (3) •4 more hours <ul style="list-style-type: none"> <li>• Micro</li> <li>• Genetics</li> </ul>
Self-Understanding (6 hours)	•Lifespan Dev. I or Human Dev. (3) •3 more hours: Psychology Behavioral Science
Social Responsibility (6 hours)	•Healthcare Economics (3) •3 more hours: History Social Science
Spiritual Development (3 hours)	•Biblical Perspectives (3)
<b>Total RN-BSN Requirement (Listed Above) = 48</b>	
<b>Total Other Hours = 43</b> Includes past transferred nursing courses	
	RN-BSN Nursing Courses = 29 hours <ul style="list-style-type: none"> <li>•Transition to Baccalaureate Nursing Practice (2)</li> <li>•Pharmacology*(3)</li> <li>•Nursing Theories and Concepts*(3)</li> <li>•Holistic Nursing*(3)</li> <li>•Community Health Nursing*(3)</li> <li>•Role Development* (3)</li> <li>•Health Assessment for Nurses* (3)</li> <li>•Nursing Research*(3)</li> <li>•Quality and Safety in Nursing*(3)</li> <li>•Future of Nursing (3)</li> </ul>

\*Indicates courses with a clinical component

## COURSE DESCRIPTIONS

### **NURS 2113: Effective Communication in Healthcare**

Examines various effective communication strategies to optimize safe patient care. This includes communication with, and amongst, all levels of care providers, patients, and their families. Therapeutic communication and the adaption of communication to meet the needs of the culturally diverse and elderly are articulated. Techniques for communication include those recommended in the Joint Commission's National Patient Safety Goals (NPSG) and by the Quality and Safety Education in Nursing (QSEN) guidelines. Methods for written and electronic professional communication will also be addressed.

### **NURS 2213: Research Writing in Healthcare**

Prepares healthcare professionals to write effectively as a method to communicate to the public and to other professionals in an accurate and scholarly way. Writing in this way can be counterintuitive to routine patient documentation, but serves a different purpose.

Research writing is the ability to write at a level appropriate for the audience, to communicate succinctly and clearly, to communicate in an organized and logical manner, and includes scientific accuracy and detail attention. Writing in this course will adhere to American Psychological Association Style.

### **NURS 3112: Transition to Baccalaureate Nursing Practice**

Explores various nursing roles and the need for baccalaureate-prepared nurses. Links basic nursing courses with baccalaureate courses to begin to build new knowledge on prior experiences. Discusses methods for RN-BSN program success.

### **NURS 3103: Pharmacology**

Reinforces pharmacological principles and how they relate to health and illness. Challenges students to investigate, process, and apply mechanisms of actions, side effects, contraindications, interactions, parameters for safe administration, evaluation of drug effectiveness, and adverse/toxic effects.

### **NURS 3203: Nursing Theories and Concepts**

Explores the nursing theory, research, practice connection. Examines the concepts of professional nursing by integrating the five general education outcomes of the University as defined by the School of Nursing. These outcomes are faith integration, formational thinking, discovering creation, communication and self-expression, and global citizenship. A variety of experiences help students understand how these concepts and outcomes are integral to the baccalaureate level of nursing practice.

### **NURS 3303: Pathophysiology**

Examines disruptions in health as pathophysiological disease processes. Explores the critical presentation of selected diseases, including signs, symptoms, and diagnostic findings. Facilitates the application of scientific rationale in practice.

### **NURS 3403: Holistic Nursing**

Provides a foundation of holistic nursing knowledge, understanding and insight to promote patient- and family-centered holistic care. Explores methods to support self and patients through the holistic caring process with particular attention to wellness, varying cultural values, and spiritual needs.

### **NURS 3503: Probability and Statistics**

Focuses on fundamental statistics as it relates to the field of nursing. Explores concepts of elementary probability theory including measures of central tendency, standard deviation, sampling theory, and correlation theory.

**NURS 3803: Biblical Perspectives**

Reflects MidAmerica Nazarene University's commitment, as a Christian liberal arts university, to appreciate the rich resources of the Scriptures. Five major biblical themes are explored to promote the integration of faith, learning, and living.

**NURS 4193: Community Health Nursing**

Incorporates community health nursing as an aspect of nursing care across the lifespan. Knowledge and skills are developed to help assist individuals, families, and communities make responsible decisions that promote optimal physical, psychosocial, cultural, and spiritual wellness. Community care in underdeveloped countries is examined.

**NURS 4203: Healthcare Economics**

Provides a foundation for the economic analysis of healthcare organizations, financing, and delivery of services. Examines national and global healthcare needs and social justice in relation to healthcare systems and policies. Addresses informatics use and management to communicate data for healthcare delivery.

**NURS 4293: Role Development**

Cultivates students' development as designers, managers, and coordinators of care in professional nursing. Encourages students to explore their roles in the profession as leaders, and to be instrumental in the healthcare of the future. Integrates current issues in healthcare with the nursing profession.

**NURS 4303: Ethical Issues in Healthcare**

Explores the theories, models, and principles that serve as guides for ethically sound decision-making and behavior of the professional nurse. Discusses the role of values, belief systems, and moral awareness in bioethical decision-making.

**NURS 4603: Health Assessment for Nurses**

Facilitates increased clinical competence in the health assessment of individuals. History taking and holistic assessment skills are refined, which includes: physical, psychosocial, spiritual and risk assessments (genetics, environment, nutrition, exercise, stress, economics, and abuse).

**NURS 4703: Nursing Research**

Develops students' knowledge of the research process, including the significance of nursing research and evidence-based practice. Educates students to become astute consumers of nursing research and to apply research to nursing practice. Computer applications that facilitate the research process, such as literature reviews, are used.

**NURS 4913: Quality and Safety in Nursing**

Integrates quality and safety concepts presented in professional healthcare standards. Further develops knowledge, skill, and attitudes needed by nurses in effective, contemporary practice.

**NURS 4933: Future of Nursing**

Explores emerging concepts believed to impact the future of nursing in a changing healthcare environment. Investigates education requirements, practice issues, partnerships, policy-making, leadership development, and data collection and analysis for effective workforce planning.

## **PROGRESSION, RETENTION, AND DISMISSAL POLICIES**

### Academic Progression and Remediation in the RN-BSN Major

1. Students must comply with all rules and regulations of the RN-BSN Program as outlined in the MidAmerica Nazarene University *RN-BSN Nursing Student Handbook* and the MidAmerica Nazarene University Professional and Graduate Catalog.
2. Students must complete the RN-BSN Program within five years, from the start of the first course to the end of the last course.
3. Students must complete each required MNU course with a grade of C- (70%) or better.
  - a. In the event that a grade of C- (70%) or better is not achieved, the course must be repeated at the full tuition price.
  - b. A maximum of two RN-BSN courses may be repeated at MNU.
  - c. A student may repeat an RN-BSN course a maximum of one time. (If a student receives a third grade of less than C- (70%) the student will be dismissed from the RN-BSN program.)

## **PRIOR LEARNING ASSESSMENT FOR ALL PROFESSIONAL NURSING STUDENTS**

### CREDIT BY TRANSFER

Students who desire to transfer to MidAmerica Nazarene University from other regionally accredited institutions of higher education should follow the MidAmerica Nazarene University admission procedures. Admissions advisors are available to discuss requirements related to transfer credit. Generally speaking, upper division nursing courses are accepted in transfer from other colleges or universities.

### CREDIT BY EXAMINATION (Limited to 34 hours) CLEP and Proficiency

#### Examinations:

Information concerning which CLEP exams and/or proficiency exams may be used to meet General Core requirements is in the CLEP section of this Catalog.

#### Nursing Challenge Exams:

RN-BSN students may obtain credit by validation (via a challenge exam) for Pharmacology. Successful completion of an exam will result in placement of the appropriate credit hours on the transcript, after payment of a "Credit by Examination" fee has been paid. (Note: Credit by Examination for Pharmacology may not transfer to another institution). If the student is unsuccessful in passing the challenge the first time, a second attempt is provided. If the second attempt is unsuccessful, the student is required to take the course.

All challenges to the Pharmacology course should be completed prior to the semester and/or module where the course would normally be taken so that the student may enroll for the course, if necessary. Students should contact a nursing faculty advisor for information about fees and arrangements for taking challenge exams.

### CREDIT BY VALIDATION

#### ABSN Students

Licensed Practical Nurses enrolled in the ABSN Program may be awarded credit for this lower-division nursing course as follows:

#### **NURS 3183 CONCEPTS OF NURSING CARE I**

LPN students will be awarded credit by validation for this course. Successful completion of the NCLEX-PN® exam demonstrates proficiency of this content.

**RN - BSN Students**

RN-BSN students have the opportunity to document prior learning and to receive a maximum of 34 credit hours as Advanced Standing Credit. Advanced Standing Credit includes Proficiency Examinations (e.g. DANTES, CLEP), Department-Specific Exams (i.e. the Pharmacology challenge exam), Prior Learning Assessment (credit for specific courses may be awarded to the student, e.g. Anatomy and Physiology and Human Growth and Development, because the R.N. has demonstrated competence by successful NCLEX-RN® completion), and for Prior Learning Experience (which is granted as nursing credit hours). Some Prior Learning Assessment credit has an associated fee. Prior Learning Assessment credit might not transfer to another university.

**CLINICAL AFFILIATIONS**

The School of Nursing has contractual agreements with numerous hospitals and healthcare agencies for the provision of clinical learning opportunities for nursing students. These agencies are located in the greater KC metropolitan area (~100-mile radius of the MNU campus). Students involved in direct patient care learning experiences will be under the supervision of MNU nursing faculty. Accelerated nursing students can expect to spend approximately two to three days per week in various clinical learning experiences, usually off campus. Examples of clinical affiliations include:

Cass Regional Medical Center, Harrisonville, MO  
 Centerpoint Medical Center, Independence, MO  
 Children's Mercy Hospital, Kansas City, MO  
 Children's Mercy Hospital - South, Overland Park, KS  
 Cristo Rey School, Kansas City, MO  
 Delmar Gardens of Overland Park, Overland Park, KS  
 DeSoto School District USD232, DeSoto, KS  
 Good Samaritan Center, Overland Park, KS  
 Grace Hospice, Kansas City, MO  
 Kansas City Rescue Mission, Kansas City, MO  
 KC Hospice & Palliative Care, Kansas City, MO  
 Healthcare Resort, Kansas City, KS  
 Healthcare Resort, Meriam, KS  
 Lakeview Village, Inc., Lenexa, KS  
 Lawrence Memorial Hospital, Lawrence, KS  
 Menorah Medical Center, Overland Park, KS  
 Miami County Medical Center, Paola, KS  
 Nazarene Compassionate Ministries, San Cristobal, Mexico  
 New Birth, Overland Park, KS  
 North KC Hospital, North Kansas City, MO  
 Olathe Medical Center, Olathe, KS  
 Olathe Unified School District 233, Olathe, KS  
 Overland Park Regional Medical Center, Overland Park, KS  
 Paces of Wyandotte Center, Kansas City, KS  
 Prince of Peace Catholic School, Olathe, KS  
 Saint Luke's South Medical Center, Overland Park, KS  
 Shawnee Mission Medical Center, Meriam, KS  
 Shawnee Mission School District, Shawnee, KS  
 St. Joseph Health Center, Kansas City, MO  
 Saint Mary's Medical Center, Blue Springs, MO  
 St. Michael the Archangel School, Leawood, KS  
 The University of Kansas Health System, Kansas City, KS  
 Truman Medical Center, Kansas City, MO

# Master of Science in Nursing Program

The Master of Science in Nursing (MSN) Program offers tracks in: Healthcare Administration, Nursing Education, Healthcare Quality Management, and Public Health.

## Objectives:

The MSN program at MidAmerica Nazarene University prepares nurse leaders for advanced roles in Healthcare Administration, Nursing Education, Healthcare Quality Management, and Public Health. Students complete core direct care core, and functional content area courses. A total of 39 hours is required to complete the degree program. The professors all have practical experience and significant academic achievement. The MSN program at MNU is available at Olathe and online.

The MSN program allows students to focus their nursing careers in one of several areas: **Healthcare Administration** prepares nurse leaders to apply leadership and management skills within healthcare organizations. Students develop expertise in the management of human and fiscal resources, care delivery systems, quality and regulatory compliance, and strategic and financial planning.

**Nursing Education** prepares nurse leaders to excel as educators in healthcare facilities or as faculty members in schools of nursing. Students apply learning theories, curriculum development methods, clinical simulation experiences, and innovative assessment skills in the professional education environment.

**Healthcare Quality Management** track prepares nurse leaders to evaluate quality systems, implement evidence-based quality initiatives, and to maximize quality-based reimbursement.

**Public Health** track prepares nurse leaders to interpret contemporary public health principles and explore the history, philosophy, and scope of public health practice.

## MSN ADMISSION REQUIREMENTS:

- Bachelor of Science in Nursing degree from a regionally accredited college or university with a cumulative GPA of at least a 3.0 (on 4.0 scale) \*. (Some students may be accepted on a provisional basis with a minimum GPA of 2.8.)
- Completion (C or better) of undergraduate statistics. Applicants who have not completed an undergraduate statistics course with a grade of "C" or better will be required to take an undergraduate statistics course at some point during their MSN program.
- An active, unencumbered RN license in the United States.
- Students are conditionally admitted until the completion of the MSN Online Orientation which must be completed by the end of the first module.

## Application Process:

- Complete online application
- Submit official transcripts from a regionally accredited college or university verifying earned BSN degree
- Submit copy of active, unencumbered RN license in the U.S.

**RN-MSN ADMISSION REQUIREMENTS:****Requirements**

- Minimum cumulative 3.0 GPA in original pre-licensure nursing program \*
- All lower division general education requirements must be met prior to start of program \*
- Associate degree from a regionally accredited college or university OR minimum number of transferable college credits which meet program specific requirements
- Active, unencumbered RN license in the U.S.

\* Some exceptions may apply

**Application Process**

- Complete online application
- Submit official transcripts from all colleges and universities attended

**REQUIREMENTS FOR THE MSN DEGREE**

All MSN students take the core courses and the courses from one specialty area.

---

## CORE COURSES

---

NURS 6003	Theory and Research in Nursing	3
NURS 6013	Research and Evidence-Based Practice	3
NURS 6023	Emerging Trends in Healthcare Delivery: Systems, Ethics, Policy and Politics	3
NURS 6033	Health Promotion for a Global Society	3
NURS 6973	Applied Research in Nursing	3
NURS 6983	Evidence-Based Practice in Nursing Practicum	3
NURS	Functional Area Content Courses	<u>21</u>
		39 hours

---

## MSN FUNCTIONAL CONTENT COURSES

---

**REQUIREMENTS FOR THE HEALTHCARE ADMINISTRATION TRACK**

NURS 6103	Theoretical Foundations of Leadership	3
NURS 6113	Human Resources and Workforce Development	3
NURS 6123	Strategic Planning and Financial Management	3
NURS 6133	Quality and Regulation Management	3
NURS 6913	Healthcare Informatics, Database Management, and Financial Reimbursement	3
NURS 6143	Healthcare Law	3
ELECTIVE	Elective	<u>3</u>
		21 hours

## REQUIREMENTS FOR THE HEALTHCARE QUALITY MANAGEMENT TRACK

NURS 6103	Theoretical Foundations of Leadership	3
NURS 6913	Healthcare Informatics, Database Management, and Financial Reimbursement	3
NURS 6133	Quality and Regulation Management	3
NURS 6523	Risk Management in Healthcare	3
NURS 6533	Building a Culture of Patient Safety	3
NURS 6143	Healthcare Law	3
ELECTIVE	Elective	<u>3</u>
		21 hours

## REQUIREMENTS FOR THE NURSING EDUCATION TRACK

NURS 6313	Advanced Health Assessment	3
NURS 6323	Advanced Pathophysiology & Pharmacotherapeutics	3
NURS 6203	Theoretical Foundations of Learning and Teaching	3
NURS 6213	Curriculum Design, and Teaching Strategies	3
NURS 6223	Assessment of Student Learning	3
NURS 6233	Clinical Education, Simulation and Technology	3
NURS 6343	Advanced Clinical Concepts for Nurse Educators	<u>3</u>
		21 hours

## REQUIREMENTS FOR THE PUBLIC HEALTH TRACK

NURS 6313	Advanced Health Assessment	3
NURS 6323	Advanced Pathophysiology & Pharmacotherapeutics	3
MPHS 6403	Foundations of Public Health	3
MPHS 6413	Fundamentals of Epidemiology	3
NURS 6913	Healthcare Informatics, Database Management, and Financial Reimbursement	3
MPHS 6633	Food and Water Borne Illnesses	3
MPHS 6543	Planning and Implementing Health Behavior Changes	<u>3</u>
		21 hours

---

## MSN ELECTIVE COURSES

---

NURS 6333	Technology in Nursing Education	3
NURS 6343	Ethics in Healthcare	3
NURS 6353	Spirituality in Nursing	3
NURS 6363	Current Issues in Aging	3

## COURSE DESCRIPTIONS

### **NURS 6003: THEORY AND RESEARCH IN NURSING:**

Examines philosophical foundations and knowledge development in nursing. Explores knowledge from the sciences, humanities, and nursing and its application to advanced nursing practice. Critically analyzes theories, concepts, and research related to the promotion, protection, and restoration of health across the lifespan. Presents the components of research design, methodology, and statistical analysis. Investigates the interaction of theory and research, and its impact nursing practice, education, and leadership.

### **NURS 6013: RESEARCH AND EVIDENCE-BASED PRACTICE IN NURSING:**

Emphasizes the necessity of research as the basis of scholarly nursing inquiry which produces evidence-based practice. Students evaluate research design, scientific merit, findings, and potential applications to practice. Evaluates systematic reviews, evidence-based practice guidelines, meta-synthesis, and meta-analyses, and discusses strategies for the application of findings. Examines the interrelationships among theory, practice, and research as integral components of evidence-based practice. Emphasizes the utilization of scientific evidence to improve nursing practice and ultimately patient outcomes. Students demonstrate the ability to effectively communicate the evaluation of research findings for the development of evidence-based practice.

### **NURS 6023: EMERGING TRENDS IN HEALTHCARE DELIVERY: SYSTEMS, ETHICS, POLICY AND POLITICS**

Prepares graduates with the knowledge necessary to assume leadership roles in the management of human, fiscal, and physical health care resources. The organization of health care delivery systems and the resulting impacts are evaluated from historical, political, ethical, and economic viewpoints. Healthcare reimbursement and potential changes in payment structures are explored. The procedures and processes for policy development at the national through facility level are analyzed. The students are challenged to explore their personal value systems and to analyze how these values shape their professional practices.

### **NURS 6033: HEALTH PROMOTION FOR A GLOBAL SOCIETY**

Identifies and explores the influence of biologic, environmental and societal factors on health and wellness of individuals, families and communities. Emphasizes the study of personal and community-based interventions and strategies to influence the goal of health promotion and disease prevention. Considers the use of theory, research, resources, social policies and regulatory requirements as avenues to promote health from a personal, community and global perspective. Included in this course is the role of spirituality as a component of health promotion and holistic nursing practice. Students are introduced to practical applications and tools for spiritual formation, while exploring the idea of professional nursing as ministry through vocation. The student is encouraged to appreciate a multi-faceted workforce in health care organization and delivery to stimulate positive societal and global outcomes. Related issues associated with the rapidly expanding aging population, human diversity, cultural sensitivity and global awareness are also included.

### **NURS 6973: APPLIED RESEARCH IN NURSING**

Integrates the knowledge, skills, and expertise gained throughout the MSN course of study in a cumulative research project that examines evidence-based practice in the student's area of MSN specialization, documents how this best practice could be actualized in the practice setting, and how its implementation and results would be measured and analyzed. Provides students with the opportunity to evaluate this evidence-based practice to gain a broader worldview and vision within the area of specialization. This course is taken during the last semester of the MSN program and is a prerequisite for NURS 6983.

**NURS 6983: EVIDENCE-BASED PRACTICE IN NURSING PRACTICUM**

Integrates the knowledge, skills, and specialty expertise gained throughout the MSN course of study to culminate in the practice experience designed to further advance the graduate's role and skill set. The faculty and preceptor provide support and guidance to help plan and implement learning experiences, to gain a broader worldview within the specialty study area. Emphasis is on the implementation of evidence-based practice, effective communication, and the demonstration of the skills necessary to enter the specialty arena. Students negotiate a project to be completed during the practice experience. This course is completed during the student's final module of MSN matriculation.

**NURS 6313: ADVANCED HEALTH ASSESSMENT**

Provides a systematic and holistic approach of advanced assessment skills to evaluate physiological, psychological, sociocultural, developmental, and spiritual conditions of individuals across the lifespan. This course builds upon basic health assessment knowledge and skills, emphasizing advanced assessment skills, laboratory work interpretation, validation, documentation, analysis of assessment findings and graduate-level practicum experiences.

**NURS 6323: ADVANCED PATHOPHYSIOLOGY & PHARMACOTHERAPEUTICS**

Focuses on the development of an in-depth scientific knowledge base relevant to selected pathophysiological conditions across the lifespan. Emphasis is placed on linking this advanced knowledge base to the formulation of clinical decisions needed in primary health care management as related to diagnostic tests, pharmacotherapeutics, and the initiation of therapeutic regimens.

**NURS 6913: HEALTHCARE INFORMATICS, DATABASE MANAGEMENT AND FINANCIAL REIMBURSEMENT**

Provides an overview of healthcare informatics and its current use by both public and private healthcare agencies. Teaches students to navigate and enter data into complex healthcare databases using the principles of database management including the ability to conduct population studies through the use of databases. Explores the interpretation and evaluation of quality indicators within databases to maximize reimbursement in a variety of settings.

**NURS 6103: THEORETICAL FOUNDATIONS OF LEADERSHIP**

Presents leadership concepts and theories, as well as an orientation to organizational structures and dynamics in health care delivery systems. Students examine theories and analyze environmental and societal determinants that influence an organization's capacity for change and quality improvement. The complementary qualities of leadership and management are examined and their impact on organizational effectiveness and corporate success is analyzed. Interventions that advance and strengthen the organizational mission and vision are explored.

**NURS 6113: HUMAN RESOURCES AND WORKFORCE DEVELOPMENT**

Analyzes leadership roles in relation to decision-making with particular emphases on human resource management. Evidence-based staffing models are developed for the purpose of projecting and accurately documenting human resource requirements. Interviewing, hiring, orientation, and competency rubrics are examined and developed while the guidelines and statutes governing these human resource issues are explored. Conceptual aspects of control, problem solving/decision-making, effective communication, conflict resolution, progressive disciplinary action, delegation, and team building are applied to a variety of situational contexts.

**NURS 6123: STRATEGIC PLANNING AND FINANCIAL MANAGEMENT**

Introduces the concept of a strategic plan and the importance of linking this with an organization's mission and ethos. Basic principles associated with program, project, and service line fiscal management, price-setting, budget preparation, return on investment, cost-benefit analysis, managed care contracting, and value-based purchasing are discussed and applied. Emphasis is placed on acquiring a financial vocabulary to communicate with various stakeholders. Financial reports such as balance sheets, budget forms, and expense reports are studied and formulated.

**NURS 6133: QUALITY AND REGULATION MANAGEMENT**

Integrates the concepts of outcomes management and research as the basis to improve the quality and effectiveness of health care organizations. Program evaluation, performance improvement, and other methods of measuring outcomes are examined for their utility within the health care setting. Systematic approaches for analyzing and evaluating processes of care delivery and their impact on client populations, organizational processes, and communities are considered. National quality data bases and national benchmarking is explored. Accreditation and/or regulatory requirements will be presented. Through readings, projects, and various interactions students develop an informed basis for leading quality improvement efforts in various healthcare settings.

**NURS 6143: HEALTHCARE LAW**

Examines laws associated with healthcare facility operations in the 21st century including those that directly impact governing boards, physicians, directors/administrators, investors, and the public. Methods to assure compliance with corporate auditing accountability regulations, financial disclosures, investor protection statutes, anti-kickback laws, healthcare provider self-referral, and governing board legal responsibilities are explored. Investigates Omnibus Reconciliation Acts; their content and stipulations affecting the provision of healthcare.

**NURS 6203: THEORETICAL FOUNDATIONS OF TEACHING AND LEARNING**

Explores the roles of both educator and student in the creation of an effective learning environment. Frameworks for analyzing pedagogical philosophies, adult learning theories, ethical/legal issues, research, and professional values related to nursing education are examined. The incorporation of Christian teachings into nursing education and various other teaching strategies are explored. Also presented are the influences of accreditation and/or certification requirements, as well as the implementation of innovations and technologies in nursing education.

**NURS 6213: CURRICULUM DESIGN AND TEACHING STRATEGIES**

Emphasizes curriculum development, outcomes, and competencies while focusing on effective teaching strategies. Evaluates the faculty role, the social responsibility of program curricular design, and pedagogies in meeting consumer and community needs, as well as professional nursing standards. Presents best practices and research-based strategies to promote various learning styles and encourage the creation of active learning environments that increase student retention and learning success for diverse student populations.

**NURS 6223: ASSESSMENT OF STUDENT LEARNING**

Provides students with an opportunity to compare, question, and analyze various assessment and evaluation concepts, models, and frameworks for their applicability in the quality assurance process of curriculum and program development. Explores techniques to evaluate learner knowledge and competence. Methods of curricula and program evaluation are explored. Students consider innovations in the area of evaluation based on current theories and practice.

**NURS 6233: CLINICAL EDUCATION, SIMULATION & TECHNOLOGY IN THE LEARNING ENVIRONMENT**

Explores the unique aspects of clinical teaching, as well as theories and trends that support the use of technology for the enhancement of learning. Focuses on developing the education specialist's skill set to be able to select and implement appropriate instructional technologies, including simulation and the electronic health record, to enhance learning in a variety of settings.

**NURS 6243: ADVANCED CLINICAL CONCEPTS FOR NURSE EDUCATORS**

Provides students the opportunity to develop in-depth knowledge and expertise in a particular area of nursing that includes graduate-level clinical practice content and experiences. This practicum encompasses the delivery of safe, quality nursing care to diverse populations in a variety of settings and incorporates engaging client and caregiver, managing symptoms, education and promoting self-management, and collaborating and coordinating care. Students advance their clinical knowledge in a selected specialty to prepare them to fulfill the roles of the nurse educator.

**MPHS 6403: FOUNDATIONS OF PUBLIC HEALTH**

Explores the history, philosophy, and evolution of current public health practices, including the organization of public health systems, organizations, and practices in the United States. Presents public health requirements and statutes, and laws that affect public health agencies. Identifies opportunities for public health growth and the development of interface between public health and other health-related systems.

**MPHS 6413: FUNDAMENTALS OF EPIDEMIOLOGY**

Presents the foundations for understanding and applying the basic principles and methods used in epidemiology including disease measures, association and causation, bias, confounding and modification effects, and susceptibility. Explores effective methods to design and conduct epidemiologic studies used to address public health problems. Prepares students to become a critical reader of epidemiologic literature, by evaluating study design, data collection methods, study limitations and applicability to additional populations.

**MPHS 6633: FOOD AND WATER BORNE ILLNESSES**

This course discusses and gives a broad overview of food and waterborne diseases. Focus is on, diseases, disease processes, manifestations, reservoirs, transmission, epidemiology of microorganisms and chemical agents responsible for food and water-transmitted diseases and how surveillance is utilized to develop or improve policy. The ability of public health programs to regulate food and waterborne illnesses and to organize safe food and water supplies will be examined for both industrialized and developing countries.

**MPHS 6543: PLANNING AND IMPLEMENTING HEALTH BEHAVIOR CHANGES ACROSS POPULATIONS**

Explores the theoretical and practical approaches of changing health behaviors of individuals and communities across populations. Utilizes evidence-based practice to develop interventions and applications for both communities and individuals, and explores the impact of positive health behavior changes. Theoretical concepts are integrated with practical applications such as screenings, counseling, behavioral changes and immunizations. Methods of communicating with diverse communities and culturally-specific communication are examined.

**NURS 6523: RISK MANAGEMENT IN HEALTHCARE**

Examines the history and trends of risk management in the United States. Provides education on achieving a risk-intelligent enterprise including oversight of regulatory requirements, compliance risk, understanding financial/business risk, advising organizational leaders on the management of new and existing risk, and assisting leaders with value protection and value creation. Presents methods of risk mitigation such as risk management, risk retention, risk modification, risk transfer, and error recovery to reduce risk. Incorporates the requirements necessary for healthcare organizations to achieve high reliability status.

**NURS 6533: BUILDING A CULTURE OF PATIENT SAFETY**

Defines interventions, and their employment, to drive change to proactively maintain patient safety within healthcare organizations. Identifies themes and patterns while examining organizational systems and processes for potential points of failure. Presents plans to implement guidelines and goals from national organizations including the Agency for Healthcare Research and Quality (AHRQ), the National Quality Forum (NQF), and The Joint Commission (TJC) to enhance and assure patient safety throughout the care continuum

**NURS 6333: TECHNOLOGY IN NURSING EDUCATION**

Introduces students to the field of educational technology. Explores the historical and recent forces impacting educational technology and addresses the social and ethical issues surrounding acquiring, implementing, and evaluating technology in the learning environment. Best practices for distance education and alternative delivery modalities, which may be used in nursing education, are examined.

**NURS 6343: ETHICS IN HEALTHCARE**

Explores selected ethical theories related to health care and nursing practice. The history of ethical models in healthcare are examined as is the potential paradigm shift in ethical theory due to limited healthcare resources. Both institutional and broader health care policies related to ethical issues will be examined.

**NURS 6353: SPIRITUALITY IN NURSING**

Emphasizes the importance of providing spiritual care as a component of holistic advanced nursing practice. Nursing's historical foundation for the provision of spiritual care, as well as the vital and expansive role of spirituality/spiritual health promotion, will be explored. Students will be challenged to articulate their own spiritual philosophy, as well as identify the impact of and resources for personal spiritual renewal as a basic necessity in their current nursing practice. Practical applications and tools for spiritual formation will also be presented.

**NURS 6363: CURRENT ISSUES RELATED TO AGING**

Provides critical analysis of major social, economic, and political issues of growing old in America. Examines social policy in the public and private sectors including health, income, and social services and considers prospects for social change and political movements.

**PROGRESSION, RETENTION, AND DISMISSAL POLICIES****Academic Progression and Remediation in the Master of Science in Nursing Program**

1. Students must comply with all rules and regulations of the MSN Program as outlined in the MidAmerica Nazarene University *MSN Nursing Student Handbook* and the MidAmerica Nazarene University *Professional and Graduate Catalog*.
2. Students must complete the MSN Program within six years, from the start of the first course to the end of the last course.
3. Students must complete each required course with a grade of B- (80%) or better.
  - a. In the event that a grade of B- (80%) or better is not achieved, in a single course, the student may progress. However, if the student does not achieve a second grade of B- (80%) or better one of the course must be repeated at the full tuition price, according to the MSN Remediation Policy.
  - b. In the event that a grade of C- (70%) or better is not achieved in a course, the course must be repeated at the full tuition price.
  - c. A maximum of two MSN courses may be repeated at MNU
  - d. A student may repeat a single MSN course a maximum of one time.
  - e. In the event that a student achieves three grades below B- (80%), or two grades below C- (70%), the student is dismissed from the MSN program.

---

## POST-MASTER'S CERTIFICATES

---

Students who have already earned a Masters in Nursing Degree and are licensed as RNs may take the following courses in either Healthcare Administration, Nursing Education, Quality Management, or Public Health to earn a post-master's certificate in that area of specialization. Master's prepared non-nurses may take certificate courses in Healthcare Administration or Healthcare Quality Management. Courses from universities other than MNU may be accepted in transfer, however, a minimum of 12 hours must be completed at MNU (above those earned in the master's degree program).

### REQUIREMENTS FOR THE CERTIFICATE IN HEALTHCARE ADMINISTRATION

NURS 6103	Theoretical Foundations of Leadership	3
NURS 6113	Human Resources and Workforce Development	3
NURS 6123	Strategic Planning and Financial Management	3
NURS 6133	Quality and Regulation Management	3
NURS 6143	Healthcare Law	3
NURS 6913	Healthcare Informatics, Database Management & Financial Reimbursement	<u>3</u>
		18 hours

### REQUIREMENTS FOR THE CERTIFICATE IN NURSING EDUCATION

NURS 6203	Theoretical Foundations of Learning and Teaching	3
NURS 6213	Curriculum Design and Teaching Strategies	3
NURS 6223	Assessment of Student Learning	3
NURS 6233	Clinical Education, Simulation and Technology	3
NURS 6243	Advanced Clinical Concepts for Nurse Educators	3
NURS 6313	Advanced Health Assessment	3
NURS 6323	Advanced Pathophysiology & Pharmacotherapeutics	<u>3</u>
		21 hours

### REQUIREMENTS FOR THE CERTIFICATE IN HEALTHCARE QUALITY MANAGEMENT

NURS 6103	Theoretical Foundations of Leadership	3
NURS 6133	Quality and Regulation Management	3
NURS 6143	Healthcare Law	3
NURS 6523	Risk Management in Healthcare	3
NURS 6533	Building a Culture of Patient Safety	3
NURS 6913	Healthcare Informatics, Database Management & Financial Reimbursement	<u>3</u>
		18 hours

**REQUIREMENTS FOR THE CERTIFICATE IN PUBLIC HEALTH**

NURS 6313	Advanced Health Assessment	3
NURS 6323	Advanced Pathophysiology and Pharmacotherapeutics	3
MPHS 6403	Foundations of Public Health	3
NURS 6413	Foundations of Epidemiology	3
NURS 6913	Informatics, Database Management & Financial Reimbursement	3
MPHS 6633	Food and Water Borne Illnesses	3
MPHS 6543	Planning and Implementing Health Behavior Changes	<u>3</u>
		21 hours

# Master of Science in Nursing and Master of Business Administration Dual Degree Program

**Students earn both the Master of Science in Nursing (MSN) and the Master Business Administration (MBA) in the combined MSN/MBA Dual Degree Program.**

Our MSN/MBA Program is designed for nurse leaders who are seeking advanced leadership roles in healthcare administration. Designed to prepare hospital administrators, chief nursing officers, chief financial officers, chief operating officers and those who oversee the operation of teams in a healthcare setting. For nurses who want to advance within the nursing and business professions, this program is a great fit. This 57-credit hour program can be completed in as little as two years, and is less time-consuming and costly than each degree completed separately. Students in the MSN/MBA Dual Degree Program fulfill the requirements of, and meet the outcomes for, both the Master of Science in Nursing, Healthcare Administration Track, and the Master of Business Administration Programs. This dual degree program may be taken entirely online\* or in a blended format with some courses at the Olathe campus and some courses online.

**ADMISSION REQUIREMENTS:**

- Bachelor's degree in nursing from a regionally accredited college or university
- Undergraduate GPA of 3.0 in BSN Program
- Registered Nurse License (active, unencumbered) in the United States
- Undergraduate Statistics course (B or better)
- Undergraduate degree in Business Administration, Accounting, or Finance OR
  - Online Foundations of Microeconomics pre-test and possibly the tutorial (\$35)
  - Online Foundations of Accounting pre-test and possibly the tutorial (\$35)
  - Online Foundations of Finance pre-test and possibly the tutorial (\$35)
  - These tests and tutorials may be completed online prior to MSN/MBA Program admittance

**Application Process**

- Complete online application
- Submit official transcripts from a regionally accredited college or university verifying earned BSN degree and additional transcripts if needed to reflect most recently completed 60 hours of university or college credit.

**MBA COURSE REQUIREMENTS AND REQUIREMENT FULFILLMENT  
IN THE DUAL DEGREE PROGRAM:**

<b>Course Number</b>	<b>Course Name</b>	<b>How Completed or Fulfilled</b>	<b>Credit Hours</b>
MGMT 6001	Graduate Studies for Success	In Class or Online	1
MGMT 6002	Corp. & Personal Ethics	In Class or Online	2
MGMT 6103	Organizational Leadership	In Class or Online	3
COMP 6213	Technology for Managers	NURS 6913: Healthcare Informatics, Database Management and Reimbursement (MSN)	
ECON 6003	Managerial Economics	In Class or Online	3
PMGT 7003	Project Management	In Class or Online	3
MKTG 6003	Marketing Management	In Class or Online	3
MGMT 6603	Applied Quantitative Methods	NURS 3013: Nursing	
MGMT 6403	Legal Environment of Business	NURS 6143: Healthcare Law	
ACCT 6003	Accounting Theory and Practice	In Class or Online	3
ACCT 6103	Financial Management	In Class or Online	3
MGMT 6303	Organizational Development	In Class or Online	3
MGMT 6703	Strategic Management	In Class or Online	3
<b>Total MBA Credit Hours</b>			<b>27</b>

**MSN COURSE REQUIREMENTS (HEALTHCARE ADMINISTRATION TRACK) AND REQUIREMENT FULFILLMENT IN THE DUAL DEGREE PROGRAM:**

<b>Course Number</b>	<b>Course Name</b>	<b>How Completed or Fulfilled</b>	<b>Credit Hours</b>
NURS 6003	Theory and Research in Nursing	Online	3
NURS 6013	Evidence-Based Practice	Online	3
NURS 6023	Emerging Trends in Healthcare Delivery	Online	3
NURS 6033	Health Promotion in a Global Society	Online	3
NURS 6003	Theoretical Foundations of Leadership	MGMT 6103: Organizational Leadership	
NURS 6113	Human Resources and Workforce Development	Online	3
NURS 6123	Strategic Planning and Financial Management	ACCT 6103: Financial Management AND MGMT 6703: Strategic Management	
NURS 6133	Quality and Regulation Management	Online	3
NURS 6143	Healthcare Law	Online	3
NURS 6913	Healthcare Informatics, Database Management, and Reimbursement	Online	3
NURS 6973	Applied Research in Nursing	Online	3
NURS 6983	Evidence-Based Practice in Nursing Practicum	Online	3
NURS	Elective	Fulfillment by MBA Course(s)	
<b>Total MSN Credit Hours</b>			<b>30</b>

## COURSE DESCRIPTIONS

### **NURS 6003: THEORY AND RESEARCH IN NURSING (3 HOURS):**

Examines philosophical foundations and knowledge development in nursing. Explores knowledge from the sciences, humanities, and nursing and its application to advanced nursing practice. Critically analyzes theories, concepts, and research related to the promotion, protection, and restoration of health across the lifespan. Presents the components of research design, methodology, and statistical analysis. Investigates the interaction of theory and research, and its impact nursing practice, education, and leadership.

### **NURS 6013: RESEARCH AND EVIDENCE-BASED PRACTICE IN NURSING (3**

**HOURS):** Emphasizes the necessity of research as the basis of scholarly nursing inquiry which produces evidence-based practice. Students evaluate research design, scientific merit, findings, and potential applications to practice. Evaluates systematic reviews, evidence-based practice guidelines, meta-synthesis, and meta-analyses, and discusses strategies for the application of findings. Examines the interrelationships among theory, practice, and research as integral components of evidence-based practice. Emphasizes the utilization of scientific evidence to improve nursing practice and ultimately patient outcomes. Students demonstrate the ability to effectively communicate the evaluation of research findings for the development of evidence-based practice

### **NURS 6023: EMERGING TRENDS IN HEALTHCARE DELIVERY: SYSTEMS, ETHICS, POLICY AND POLITICS**

Prepares graduates with the knowledge necessary to assume leadership roles in the management of human, fiscal, and physical health care resources. The organization of health care delivery systems and the resulting impacts are evaluated from historical, political, ethical, and economic viewpoints. Healthcare reimbursement and potential changes in payment structures are explored. The procedures and processes for policy development at the national through facility level are analyzed. The students are challenged to explore their personal value systems and to analyze how these values shape their professional practices.

### **NURS 6033: HEALTH PROMOTION FOR A GLOBAL SOCIETY**

Identifies and explores the influence of biologic, environmental and societal factors on health and wellness of individuals, families and communities. Emphasizes the study of personal and community-based interventions and strategies to influence the goal of health promotion and disease prevention. Considers the use of theory, research, resources, social policies and regulatory requirements as avenues to promote health from a personal, community and global perspective. Included in this course is the role of spirituality as a component of health promotion and holistic nursing practice. Students are introduced to practical applications and tools for spiritual formation, while exploring the idea of professional nursing as ministry through vocation. The student is encouraged to appreciate a multi-faceted workforce in health care organization and delivery to stimulate positive societal and global outcomes. Related issues associated with the rapidly expanding aging population, human diversity, cultural sensitivity and global awareness are also included.

### **NURS 6973: APPLIED RESEARCH IN NURSING**

Integrates the knowledge, skills, and expertise gained throughout the MSN course of study in a cumulative research project that examines evidence-based practice in the student's area of MSN specialization, documents how this best practice could be actualized in the practice setting, and how its implementation and results would be measured and analyzed. Provides students with the opportunity to evaluate this evidence-based practice to gain a broader worldview and vision within the area of specialization. This course is taken during the last semester of the MSN program and is a prerequisite for NURS 6983.

**NURS 6983: EVIDENCE-BASED PRACTICE IN NURSING**

Integrates the knowledge, skills, and specialty expertise gained throughout the MSN course of study to culminate in the practice experience designed to further advance the graduate's role and skill set. The faculty and preceptor provide support and guidance to help plan and implement learning experiences, to gain a broader worldview within the specialty study area. Emphasis is on the implementation of evidence-based practice, effective communication, and the demonstration of the skills necessary to enter the specialty arena. Students negotiate a project to be completed during the practice experience. This course is completed during the student's final module of MSN matriculation.

**NURS 6913: HEALTHCARE INFORMATICS, DATABASE MANAGEMENT AND FINANCIAL REIMBURSEMENT**

Provides an overview of healthcare informatics and its current use by both public and private healthcare agencies. Teaches students to navigate and enter data into complex healthcare databases using the principles of database management including the ability to conduct population studies through the use of databases. Explores the interpretation and evaluation of quality indicators within databases to maximize reimbursement in a variety of settings.

**NURS 6113: HUMAN RESOURCES AND WORKFORCE DEVELOPMENT**

Analyzes leadership roles in relation to decision-making with particular emphases on human resource management. Evidence-based staffing models are developed for the purpose of projecting and accurately documenting human resource requirements. Interviewing, hiring, orientation, and competency rubrics are examined and developed while the guidelines and statutes governing these human resource issues are explored. Conceptual aspects of control, problem solving/decision-making, effective communication, conflict resolution, progressive disciplinary action, delegation, and team building are applied to a variety of situational contexts.

**NURS 6133: QUALITY AND REGULATION MANAGEMENT**

Integrates the concepts of outcomes management and research as the basis to improve the quality and effectiveness of health care organizations. Program evaluation, performance improvement, and other methods of measuring outcomes are examined for their utility within the health care setting. Systematic approaches for analyzing and evaluating processes of care delivery and their impact on client populations, organizational processes, and communities are considered. National quality databases and national benchmarking is explored. Accreditation and/or regulatory requirements will be presented. Through readings, projects, and various interactions students develop an informed basis for leading quality improvement efforts in various healthcare settings.

**NURS 6143: HEALTHCARE LAW**

Examines laws associated with healthcare facility operations in the 21st century including those that directly impact governing boards, physicians, directors/administrators, investors, and the public. Methods to assure compliance with corporate auditing accountability regulations, financial disclosures, investor protection statutes, anti-kickback laws, healthcare provider self-referral, and governing board legal responsibilities are explored. Investigates Omnibus Reconciliation Acts; their content and stipulations affecting the provision of healthcare.

**MGMT 6001: GRADUATE STUDIES FOR SUCCESS**

This course will focus upon the factors that make graduate adult students successful when attempting to balance the time commitments and demands of work, family, church, and community obligations with weekly MBA course requirements. Students will master Moodle proficiencies in order to effectively navigate the learning management system and other MNU technologies. Students will also have a hands-on experience with various online library research tools and resources that they will need when completing projects and papers for course requirements. A portion of this course will also be devoted to building the cohort community as students will spend the next 24 months together on their MBA learning journey.

**MGMT 6002: CORPORATE AND PERSONAL ETHICS**

This course will examine ethical theories as they relate to various contemporary issues in business. Conceptual models for improving the clarity and consistency of ethical judgment in business settings will be addressed. Special consideration will be given to the application of Christian ethical principles to decision making.

**MGMT 6103: ORGANIZATIONAL LEADERSHIP**

This course focuses on the concept of leadership in organizations. Students will understand the complexity of the structural, political, symbolic and human resource issues in applying a framework for analyzing leadership in organizations. Emphasis is placed on building skills for modeling an authentic voice for leadership through the use of effective presentation skills.

**ECON 6003: MANAGERIAL ECONOMICS**

This course provides an application of economic theory to problems of the organization. Applicable macroeconomics and microeconomics topics are explored. Emphasis is on the use of economic information in decision making.

**ACCT 6103: FINANCIAL MANAGEMENT**

This course provides the manager with the ability to work effectively with accountants and financial managers through an understanding of the basics of financial management. Topics include cash flow analysis, capital budgeting, long-term financing, and working capital management.

**MGMT 6303: ORGANIZATIONAL DEVELOPMENT**

This course examines the structural and environmental forces influencing the management process within organizations. Issues presented include: resistance to change, the role of change agents, intervention strategies and team development

**MGMT 6703: STRATEGIC MANAGEMENT**

This capstone course focuses on the strategic decisions and planning processes that shape the future of the organization. Students will utilize techniques for defining the basic purpose and objectives of an enterprise, for analyzing competitors and industries, and for matching organizational strengths with environmental opportunities. Various perspectives to strategic thinking are explored and applications such as vision and mission are examined at both the organizational and personal levels.

**PROGRESSION, RETENTION, AND DISMISSAL POLICIES****Academic Progression and Remediation in the MSN/MBA Dual Degree Program**

1. Students must comply with all rules and regulations of the MSN and MBA Programs as outlined in the MidAmerica Nazarene University *MSN Nursing Student Handbook*, the *MBA Student Handbook*, and the MidAmerica Nazarene University *Professional and Graduate Catalog*.
2. Students must complete the MSN/MBA Dual Degree Program within six years, from the start of the first course to the end of the last course.
3. Students must complete each required course with a grade of B- (80%) or better.
  - a. In the event that a grade of B- (80%) or better is not achieved, in a single course, the student may progress. However, if the student does not achieve a second grade of B- (80%) or better one of the course must be repeated at the full tuition price, according to the MSN Remediation Policy.
  - b. In the event that a grade of C- (70%) or better is not achieved in a course, the course must be repeated at the full tuition price.
  - c. A maximum of two MSN courses may be repeated at MNU.

- d. A student may repeat a single MSN course a maximum of one time.
  - e. In the event that a student achieves three grades below B- (80%), or two grades below C- (70%), the student is dismissed from the MSN program.
4. If a student wishes to withdraw from one of the programs before dual degree completion, s/he may do so, but will be required to complete all of the program requirements for the degree to be completed. If, at a later time, the student wishes to complete the second degree within the dual degree program, s/he may do so, and the three courses not required in the second program (from the dual degree program) will be accepted in transfer. This will be an initial requirement of 36 (MBA) or 39 (MSN) credit hours, followed by 27 (MBA) or 30 (MSN) credit hours.

# Personnel

MidAmerica Nazarene University is an institution of the Church of the Nazarene. The official organization of the University is composed of several groups of interrelated personnel: a board of trustees, the officers of administration, the committees of administration and faculty, the faculty of instruction, the staff, and the student body.

## BOARD OF TRUSTEES

The permanent control of the University is vested in a board of trustees selected from the districts of the North Central Region of the Church of the Nazarene and at-large members. The Board meets twice a year and upon call by the University president or by the chairman of the Board.

Between the official sessions of the Board of Trustees, the Executive Committee, elected by the Trustees, acts as an advisory and procedural group.

## OFFICERS

CHAIRMAN.....	Rev. Jim C. Bond
VICE CHAIRMAN.....	Dr. Tia Strait
SECRETARY .....	Mr. Gregory A. Hephner
TREASURER .....	Dr. Daniel D. Rexroth

## THE EXECUTIVE COMMITTEE

Chairman	Rev. Jim C. Bond
Vice Chairman	Dr. Tia Strait
Secretary	Mr. Greg Hephner
Treasurer	Dr. Daniel D. Rexroth
Committee Chairs	Mr. Tim Buchanan
	Dr. Merrill R. Conant
	Dr. Glenn Kell
	Rev. M. Kim Smith
At-Large Ministerial	Dr. Michael G. Palmer
University President	Dr. David J. Spittal

**IOWA**

Rev. M. Kim Smith  
District Superintendent  
Ankeny, IA

Rev. Leray D. Glendenning  
Clergy  
Waukeee, IA

Mr. Eldon J. Meyers  
Businessman  
Corwith, IA

**JOPLIN**

Rev. Phil Rhoades  
District Superintendent  
Carthage, MO

Dr. Larry McIntire  
Physician  
Joplin, MO

Dr. Julie E. Samuels  
Educator  
Girard, KS

**KANSAS**

Rev. Jim C. Bond  
District Superintendent  
Wichita, KS

Mrs. Donna Boese  
Administration  
Cimarron, KS

Mr. Gregory A. Hephner  
Businessman  
Wichita, KS

Dr. Brent Van Hook  
Clergy  
Wichita, KS

**KANSAS CITY**

Dr. Eddie Estep  
District Superintendent  
Shawnee, KS

Rev. Joel Atwell  
Clergy  
Spring Hill, KS

Mr. Chad Cook  
Attorney  
Overland Park, KS

Dr. Vicki Copp  
Educator  
Kansas City, MO

Mr. Keith Cox  
Businessman  
Olathe, KS

**MISSOURI**

Dr. Michael G. Palmer  
District Superintendent  
Bridgeton, MO

Rev. Jake Blankenship  
Clergy  
Jefferson City, MO

Mr. Phillip D. Speicher  
Attorney  
Florissant, MO

**NEBRASKA**

Rev. Daniel W. Cole  
District Superintendent  
Lincoln, NE

Dr. Deanna Edwards  
Physician  
Omaha, NE

**PRAIRIE LAKES**

Rev. Steven P. Hoffman  
District Superintendent  
Fergus Falls, MN

Mrs. Terri Comfort  
Administration  
Maple Grove, MN

Rev. Fred Morrison  
Clergy  
Valley City, ND

**AT-LARGE**

Mr. Tim Buchanan  
Businessman  
Andover, KS

Mr. Ervin L. Cash  
Businessman  
Santa Barbara, CA

Dr. Merrill R. Conant  
Physician  
Dodge City, KS

Mr. Robert Cossins  
Businessman  
Spring Hill, KS

Mr. John Dahl  
Businessman  
Sterling, ND

Dr. Glenn Kell  
Education Administration  
Katy, TX

Dr. Daniel D. Rexroth  
Businessman  
Lenexa, KS

Dr. Tia Strait  
Educator  
Carthage, MO

Dr. N. Jeannie Williams  
Physician  
Lenexa, KS

**ALUMNI ASSOCIATION**

Mr. Allen K. Brown  
Attorney  
Yorba Linda, CA

**NAZARENE YOUTH  
INTERNATIONAL**

Rev. Fred Toomey  
Clergy  
Nixa, MO

**PRESIDENT**

Dr. David J. Spittal  
Olathe, KS

**ADMINISTRATIVE PERSONNEL**

**PRESIDENT’S CABINET**

David J. Spittal, B.S., M.S., Ed.D. .... President  
 Mary Jones, B.S., M.B.A., Ed.S., Ph.D. .... Provost/Chief Academic Officer  
 Darrel Anderson, M. Acc. .... Vice President for Finance/CFO  
 Mark Ford, M.B.A., J.D., Ed.D. .... Vice President for Strategic Expansion  
 Kristi Keeton, B.A., M.Ed. .... Vice President for Student Development  
 Jon D. North, B.A., M.B.A., Ed.D. .... Vice President for University Advancement

**ACADEMIC AFFAIRS**

Marcelle Cooper..... Director of the Academic Success Center  
 Nancy Damron.....Dean, College of Arts and Sciences  
 Bruce Flanders .....Director of Mabee Library  
 Mark Ford ..... Dean, School of Professional and Graduate Studies  
 James Garrison.....University Registrar  
 Rick Hanson..... Associate Vice President for Academic and Professional Success  
 Mark Hayse.....Director of the MNU Honors Program  
 Patricia Walsh .....Director of Institutional Effectiveness  
 Karen Wiegman .....Dean, School of Nursing

**STUDENT DEVELOPMENT**

Elizabeth Diddle.....Director of Student Counseling and Wellness  
 Lisa Downs ..... Director of Student Life and Recruiting Events  
 Daniel Rincones.....Director of Residential Life

**ENROLLMENT DEVELOPMENT**

Piper Childs ..... Associate Vice President for Professional and Graduate Enrollment  
 Cathy Colapietro .....Director of Financial Aid  
 Delsie Phillips.....Associate Vice President for Traditional Enrollment (interim)  
 Dennis Troyer .....Director of Retention and Student Success

**BUSINESS AND FINANCIAL SERVICES**

Herb Albertson.....Bursar  
 Arlene Fender.....Controller  
 Nikos Kellepouris .....Director of Postal Services and The Merc  
 Nancy Merimee.....Director of Human Resources  
 Jon Spence .....Director of Facility Services

**UNIVERSITY ADVANCEMENT**

Roger Alexander ..... Director of Development  
 Kevin Garber..... Director of Alumni  
 Tim Keeton .....Associate Vice President for University Advancement

**INSTITUTIONAL ADMINISTRATORS**

Brady Braatz ..... Director of Spiritual Formation and University Chaplain  
 Todd Garrett..... Athletic Director

## ACADEMIC PERSONNEL

\*The date in parentheses denotes initial, full-time faculty status.

### **Emeriti**

**Terry L. Baldrige**, 1982-2016, Professor Emeritus of Music  
**Jack M. Barnell**, 1986-2000, Professor Emeritus of Psychology  
**Sondra L. Cave**, 2000-2011, Professor Emeritus  
**John W. Clark**, 1972-1997, Professor Emeritus of Christian Education  
**Stephen L. Cole**, 1969-2014, Professor Emeritus of Biology  
**Maurine Dickerson**, 1967-1986, Associate Professor and Librarian Emeritus  
**Larry D. Fine**, 1969-2018, Professor Emeritus of Practical Theology  
**Mary Alyce Galloway**, 1968-1995, Associate Professor and Reference Librarian Emeritus  
**Michael L. Gough**, 1984-2018, Professor Emeritus of Business  
**Larry J. Haffey**, 1986-2011, Professor Emeritus of Computer Science  
**Paul E. Hendrickson**, 1974-2010, Professor Emeritus of Physics  
**Douglas D. Henning**, 1991-2002; 2003-2010, Professor Emeritus of Psychology  
**Marta E. Howard**, 1978-1985; 1990-2008, Associate Professor Emeritus of Biology  
**Martha T. John**, 1977-1985; 1996-1999, Professor Emeritus of Education  
**Scott C. Laird**, 1993-2011, Associate Professor Emeritus of Agriculture  
**R. Joann Lamar**, 2005-2018 Professor Emeritus of Education  
**Clarence W. Linsey**, 1974-2007, Professor Emeritus of Chemistry  
**Karen L. McClellan**, 1968-2011, Assistant Professor Emeritus of Music  
**Ronald K. McClellan**, 1990-2011, Associate Professor Emeritus of Music  
**Michael E. McLane**, 1991-2011, Assistant Professor Emeritus of Computer Science  
**L. Jeanne Millhuff**, 1987-2011, Assistant Professor Emeritus of English  
**William W. Morrison**, 1981-2018, Associate Professor Emeritus of Biology  
**Robert E. Norton**, 1981-2000, Professor Emeritus of Education  
**William D. Olin**, 1999-2010, Professor Emeritus of Physical Education  
**Daniel L. Partrich**, 1997-2011, Associate Professor Emeritus of Criminal Justice  
**Lois M. Perrigo**, 1997-2011, Associate Professor of Adult Education  
**Verla R. Powers**, 1986-2003, Professor Emeritus of Education  
**Paul L. “Roy” Rotz**, 1995-2011, Professor Emeritus of Counseling  
**Harry D. Russell**, 1975-1996, Professor Emeritus of Communication  
**Jerri L. Sapp**, 1994-2008, Professor Emeritus of Adult Education  
**Virginia R. Schafer**, 1980-2012, Professor Emeritus of Nursing  
**C. Barth Smith**, 1974-2011, Professor Emeritus of Practical Theology  
**Katheryn J. Smith**, 1972-2010, Assistant Professor Emeritus of Music  
**Palma L. Smith**, 1978-2007, Professor Emeritus of Nursing  
**Richard L. Spindle**, 1980-2005, President Emeritus  
**W. Lloyd Taylor**, 1978-1993, Professor Emeritus of Chemistry  
**Eric S. Walser**, 1984-1992; 1993-2008, Associate Professor Emeritus of Athletic Training  
**Willadee Wehmeier**, 1988-2008, Professor Emeritus of Business

## Professors

**Linda K. Alexander, (2004- ) Professor of Education**

B.A., MidAmerica Nazarene University; M.A., Ph.D., University of Kansas

**J. Tyler Blake, (1991-2003, 2013- ) Professor of English**

B.A., MidAmerica Nazarene University; M.A., Ph.D., University of Missouri - Kansas City

**Donna M. Bohn, (2013- ) Professor of Music; Chair, Department of Arts and Humanities**

B.S., University of Alabama; M.M., Wichita State University; D.M.A., University of Alabama

**Mark A. Brown, (2002- ) Professor of Mathematics**

B.A., MidAmerica Nazarene University; M.S., Wichita State University; Ph.D., University of Missouri-Kansas City

**Yorton Clark, (2001- ) Professor of Business; Chair, Department of Business Administration**

B.S., Oklahoma Wesleyan University; M.P.A., University of Missouri - Kansas City; Ed.D., Saint Louis University

**Randall R. Cloud, (2003- ) Professor of Biblical Literature; Chair, Department of Christian Ministry and Formation**

B.A., M.A., Point Loma Nazarene University; M.Div., Nazarene Theological Seminary; Ph.D., University of Kansas

**Patricia E. Conejo, (2011- ) Professor of Nursing**

A.S., Kansas City, Kansas Community College; B.S.N., M.S., Ph.D., University of Kansas

**Martin D. Crossland, (2011- ) Professor; Associate Vice President for Instructional Technology and Online Learning**

B.S., Texas Tech University; M.B.A., Oklahoma City University; Ph.D., Indiana University

**Nancy L. Damron, (2010- ) Professor of Education; Dean, College of Liberal Arts and Sciences**

B.A., M.Ed., MidAmerica Nazarene University; Ph.D., University of Kansas

**R. Graydon Dawson (2011- ), Professor of Business; Chair, Department of Graduate Studies in Management**

B.A., M.A., M.S.M., Southern Nazarene University; Ed.D., Oklahoma State University

**James O. Edlin, (1989- ) Professor of Biblical Literature and Languages**

B.A., MidAmerica Nazarene University; M.Div., Nazarene Theological Seminary; Th.M., Ph.D., Southern Baptist Theological Seminary

**Dean E. Flemming, (1991-1993; 1999-2001; 2011- ) Professor of New Testament and Missions**

B.A., MidAmerica Nazarene University; M.Div., Nazarene Theological Seminary; Ph.D., University of Aberdeen

**Mark C. Ford, (1991- ) Professor of Business; Vice President for Strategic Expansion and Dean, School of Professional and Graduate Studies**

B.A., MidAmerica Nazarene University; M.B.A., University of Kansas; J.D., University of Missouri-Kansas City; Ed.D., University of Pennsylvania

**Neil O. Friesland, (2001- ) Professor of Education**

B.A., M.Ed., MidAmerica Nazarene University; Ed.D., University of Kansas

**Mary L. Fry, (2009- ) Professor of Counseling**

B.A., University of Missouri - Kansas City; M.S., Baylor University; Ph.D., Regents University

**Todd M. Frye, (2007- ) Professor of Counseling; Chair, Department of Graduate Studies in Counselor Education**

B.S., M.Ed., Northwest Nazarene University; Ph.D., Idaho State University

**Mark A. Hamilton, (1996- ) Professor of Communication**

B.S., Southern Nazarene University; M.R.E., Nazarene Theological Seminary; M.S., Texas A & M University-Commerce; Ed.D., Boston University

**Mark A. Hayse, (2003- ) Professor of Christian Education and Philosophy; Director of the Honors Program**

B.A., MidAmerica Nazarene University; M.R.E., Nazarene Theological Seminary; Ph.D., Trinity International University

**Todd C. Hiestand, (2005- ) Professor of Criminal Justice, Chair, Social and Behavioral Sciences**

A.A., Southeast Community College; B.A., MidAmerica Nazarene University; J.D., University of Nebraska - Lincoln

**Lucy J. Hood, (2015- ) Professor of Nursing, Chair, Department of Pre-Licensure Nursing Education**

Diploma, Saint Luke's Hospital School of Nursing; B.S.N., Webster University; M.S.N., University of Missouri-Kansas City; Ph.D., Widener University

**Kimberly D. Humerickhouse, (2010- ) Professor of Education**

B.S., University of Central Oklahoma; M.S., Fort Hays State University; Ph.D., University of Nebraska - Lincoln

**Bob G. Humphrey, (2000- ) Professor of Business; Chair, Department of Professional Studies in Management**

A.A., Nazarene Bible College; B.A., M.B.A., MidAmerica Nazarene University; Ed.D., Saint Louis University

**Susan G. Larson, (1989- ) Professor of Nursing**

B.S.N., MidAmerica Nazarene University; M.S., Ph.D., University of Kansas

**Joanne H. McDermott, (2012- ) Professor of Nursing**

B.S.N., State University of New York - Plattsburg; M.A., New York University; Ph.D., University of Kansas

**Mary Murphy, (2013- ) Professor of Business**

B.A., Western Michigan University; M.A., University of Rochester; Ph.D., University of Rochester

**Arvin F. Oke, (1987- ) Professor of Psychology**

B.A., Pasadena College; M.A., University of Missouri - Kansas City; Ph.D., University of Kansas

**Cynthia L. Peterson, (1991- ) Professor of Communication**

B.A., Southern Nazarene University; M.A., Ph.D., University of Kansas

**Kelvin St. John, (1998- ) Professor of Spiritual Formation, Instructional Technology**

A.B., Olivet Nazarene University; M.Div., Nazarene Theological Seminary; D.Min., Asbury Theology Seminary

**Rion G. Taylor, (2010- ) Professor of Biology**

B.S., Augusta State University; Ph.D., Syracuse University

**Shanti E. Thomas, (2004- ) Professor of English**

B.S., University of Kerala; M.A., Gandhiji University; M.Ed., MidAmerica Nazarene University; Ph.D., University of Bombay

**Lisa Wallentine, (2003- ) Professor of Business Administration**

B.A., MidAmerica Nazarene University; M.B.A., Wright State University; Ed.D., Olivet Nazarene University

**David L. Wegley, (1989- ) Professor of Business**

B.A., MidAmerica Nazarene University; M.B.A., University of Kansas; Ed.D., Saint Louis University

**Karen D. Wiegman, (2009- ) Professor of Nursing, Dean, School of Nursing**

A.A.S., College of DuPage; B.S.N., M.S., University of Kansas; Ph.D., University of Missouri-Kansas City

### Associate Professors

**Jennifer S. Blanchard (2016-) Associate Professor of Nursing**

A.D.N., State Fair Community College; B.S.N., Central Methodist University; M.S.N., University of Central Missouri; D.N.P., American Sentinel University

**Laurie A. Brooks, (2014- ) Associate Professor of Nursing**

A.A.S., Metropolitan Community College; B.A., University of Missouri-Kansas City; B.S.N., M.S.N., M.B.A., University of Phoenix; Ph.D., Northcentral University

**Basil “Bo” R. Cassell, (2007- ) Associate Professor of Sociology**

B.A., Pepperdine University; M.Div., Fuller Theological Seminary; M.A., University of Missouri-Kansas City

**Lon E. Dagley, (2006- ) Associate Professor; Computer Services Librarian**

B.A., Northwest Nazarene University; M.R.E., Nazarene Theological Seminary; M.L.S., Emporia State University

**Crysti E. Danahy, (2017- ) Associate Professor of Nursing**

B.S., Missouri Southern State College; B.S.N., M.S.N., Research College of Nursing; D.N.P., University of Missouri-Columbia

**Jonathan E. Downs, (2010- ) Associate Professor of Business; Chair Center for Accelerated and Professional Education**

B.A., MidAmerica Nazarene University; M.A., Emporia State University; Ed.D., Northcentral University

**Martin H. Dunlap, (2007- ) Associate Professor of Education, Chair, Department of Professional and Graduate Studies in Education**

B.A., MidAmerica Nazarene University; M.MEd., Ed.D., University of Kansas

**Bruce L. Flanders, (2011- ) Associate Professor; Director, Mabee Library**

B.A., University of Kansas; M.S., University of Illinois

**Acha G. Goris, (2013- ) Associate Professor of Counseling**

B.A., Wesley International Bible College; M.A., Theological College of Northern Nigeria; M.A., Cincinnati Christian University; Ed.D., University of Cincinnati

**Victoria M. Haynes, (2015- ) Associate Professor of Nursing**

B.S.N., Avila University; M.S.N., Research College of Nursing; D.N.P., University of Missouri-Kansas City

**Lauren D. Hays, (2012- ) Associate Professor; Graduate Research Librarian**

B.S.E., Oklahoma Baptist University; M.L.S., Emporia State University; M.S., University of Central Missouri; Ph.D., Northwest Nazarene University

**Abby M. Hodges, (2014- ) Associate Professor of Chemistry, Chair, Department of Natural, Health and Mathematical Sciences**

B.S., Denison University; M.S., Ph.D., Yale University

**Brad D. King, (1995- ) Associate Professor of Physical Education**

B.A., MidAmerica Nazarene University; M.Ed., Wichita State University

**Jordan H. Mantha (2011- ) Associate Professor of Chemistry**

B.A., University of Montana Western; Ph.D., University of Nevada-Reno

**Sarah M. Miller, (2013- ) Associate Professor of Nursing, Chair, Department of Post-Licensure and Graduate Nursing Education**

A.S., Kansas City Kansas Community College; B.S.N., M.S.N., MidAmerica Nazarene University; Ed.D., Creighton University

**Jamie S. Myrtle, (2000- ) Associate Professor of Business**

B.A., MidAmerica Nazarene University; C.P.A.; M.B.A., University of Kansas

**Andrew C. Overholt, (2010- ) Associate Professor of Physics**

B.S., Southern Nazarene University; M.S., Ph.D., University of Kansas

**Patricia J. Walsh, (1996-2009; 2015- ) Associate Professor; Director of Institutional Effectiveness**

B.A., M.B.A., MidAmerica Nazarene University

**Assistant Professors****Amanda S. Addis, (2015- ) Assistant Professor of Nursing**

A.D.N., Labette Community College; B.S.N., Pittsburg State University; M.S.N., University of Missouri-Kansas City

**Amy E. Cain, (2012- ) Assistant Professor of Psychology**

B.S., Missouri State University; M.A.C., MidAmerica Nazarene University

**Susan “Kata” Conde, (2013- ) Assistant Professor of Nursing**

A.D.N., Eastern New Mexico University; B.S.N., University of Phoenix; M.S.N., MidAmerica Nazarene University

**Marcelle T. Cooper, (2013- ) Assistant Professor; Director of the Academic Success Center**

B.S., Friends University; M.O.D., Friends University; Ed.D., Olivet Nazarene University

**Christopher P. Crawford, (2013- ) Assistant Professor of Athletic Training**

B.A., MidAmerica Nazarene University; M.S.E., University of Kansas

**Donald D. Dunn, (2012- ) Assistant Professor of Ethics**

B.A., MidAmerica Nazarene University; M.L.S., Fort Hays State University; Ph.D., Capella University

**Lynne M. Erickson, (1993-2000, 2013- ) Assistant Professor of Accounting**

B.A., Olivet Nazarene University; M.A.S., University of Illinois at Urbana-Champaign; CPA

**Jennifer L. Ferguson, (2014- ) Assistant Professor of Nursing**

A.S.N., Cox College of Nursing; B.S.N., M.S.N., University of Missouri-Kansas City

**James R. Garrison, (2009- ) Assistant Professor; University Registrar**

B.A., MidAmerica Nazarene University; M.A., Wichita State University

**Jill E. Gonzalez-Bravo, (2015- ) Assistant Professor of Education, Chair, Teacher Education**

B.S., Kansas State University; M.A., Wichita State University; Ed.D., Kansas State University

**Teresa L. Hale-Lespier, (2018- ) Assistant Professor of Computer Science**

B.S., M.S., Michigan Technological University

**Susannah A. Hart, (2013- ) Assistant Professor of Nursing**

B.S.N., University of Kansas; M.S.N., MidAmerica Nazarene University

**Paul R. Hoard, (2018- ) Assistant Professor of Counseling**

B.A., M.A., Grace College; Ph.D., Regent University

**Ronald R. Jackson (2015- ) Assistant Professor of Youth Ministry; Director, Youth Theology Institute**

B.A., Trevecca Nazarene University; B.A., The University of Alabama; M.A., Nazarene Theological Seminary, Ed.D., Olivet Nazarene University

**Luke D. Johnson, (2014- ) Assistant Professor of Music**

B.A., MidAmerica Nazarene University; M.M., Ph.D., Kansas State University

**Taylor L. Johnson, (2015- ) Assistant Professor of Counseling**

B.A., MidAmerica Nazarene University; M.Div., Nazarene Theological Seminary; M.A., MidAmerica Nazarene University; Ph.D., Regent University

**Jack C. Jones, (2005- ) Assistant Professor of Sports Management**

B.S., College of the Ozarks; M.Ed., Arkansas Technical University

**James C. Leininger, (2003- ) Assistant Professor of Mathematics**

B.A., Houghton College; M.S., South Dakota State University

**Jacob R. Lett, (2015- ) Assistant Professor of Theology**

B.A., MidAmerica Nazarene University; M.A., doctoral candidate, University of Manchester, Nazarene Theological College

**Lauren A. Loyd, (2013- ) Assistant Professor of Nursing**

B.S.N., Carlow University; M.S.N., MidAmerica Nazarene University

**Addison Lucchi, (2017- ) Assistant Professor, Reference Librarian**

B.A., Ball State University; M.S., Simmons College

**Anne M. Mercer (2016- ) Assistant Professor of Nursing**

B.S.N., Grandview College; M.S.N., University of Missouri-Kansas City

**Brian B. Merriman, (2005- ) Assistant Professor of Graphic Design**

B.F.A., M.A., Emporia State University

**Michele A. Noble (2015- ) Assistant Professor of Nursing**

B.S.N., Oral Roberts University, M.N., University of Kansas

**Andrew P. Secor, (2013- ) Assistant Professor of Counseling**

B.A., MidAmerica Nazarene University; M.A., MidAmerica Nazarene University

**Christopher M. Smith, (2016- ) Assistant Professor of Music**

B.M., East Carolina University; M.M., East Carolina University; D.M.A., University of Kansas

**Jill R. Speicher, (2018- ) Assistant Professor of Biology**

B.A., MidAmerica Nazarene University; D.V.M., Iowa State University

**Rachel A. Storm, (2012- ) Assistant Professor of Nursing**

B.S.N., M.S.N., MidAmerica Nazarene University

**Nicholas J. Troendle, (2016- ) Assistant Professor of Biology**

B.S., Pepperdine University; M.S., Texas A&M University; Ph.D., University of Georgia

**Darin A. Tuck, (2018- ) Assistant Professor of History**

B.A., Washburn University; M.A., Kansas State University; doctoral candidate, University of Missouri

**Michael J. Vogel, (2018- ) Assistant Professor of Psychology**

B.A., University of Alaska; M.A., Ph.D., George Fox University

**Ruth Waggoner, (2018- ) Assistant Professor of Education**

B.A., MidAmerica Nazarene University; M.A., University of Kansas; Ph.D., Baker University

**LeAnn J. Yantis, (2008- ) Assistant Professor of Business**

B.A., M.B.A., MidAmerica Nazarene University

## CAMPUS VISIT INFORMATION

The Office of Admissions for Professional and Graduate Studies is open Monday through Friday. For Admissions information or to schedule a campus visit, contact:

Office of Admissions – Professional and Graduate Studies

MidAmerica Nazarene University

13563 South Mur-Len Road

Olathe, KS 66062-1620

Phone: 913-971-3800

Email: [pgadmissions@mnu.edu](mailto:pgadmissions@mnu.edu)

Website: [www.mnu.edu](http://www.mnu.edu)

Please visit MNU's Professional and Graduate - Admissions Overview page at [mnu.edu/graduate/admissions](http://mnu.edu/graduate/admissions).

## ALMA MATER

### I.

On a Kansas hill were planted Dreams  
of hope from Heaven's Light;  
Pioneers' undaunted spirits  
Kept the vision burning bright.

Now it stands with sure foundation.  
God directs its destiny  
Like the eagle soaring higher:  
Ever stronger, ever free.

### II.

MidAmerica we laud you,  
Lift our praise to Heav'n above.  
Stately pillars oft remind us  
Of the hallowed halls we love.

Keep the torch for freedom burning,  
Fuel'd with passion for the right!  
Grant us faith that ever reaches  
To the Source of Truth and  
Light.

Words by Dr. Jerry Nelson  
Music setting suggested by Dr. Jerry Nelson  
"Ode to Joy"-Beethoven



**ACADEMICS & ADMINISTRATION**

- 1** Campus Center  
- Financial Aid
- 2** Gilliland Facility Services
- 3** Dobson Hall
- 4** Bell Cultural Events Center
- 5** Lunn Hall  
- Registrar & Cashier
- 6** Weatherby Chapel
- 7** Harvest Prayer Statue  
& Campus Mall
- 8** Smith Hall  
- Admissions Office\*  
- Welcome Center
- 9** Metz Hall
- 10** Mur-Len Office Building
- 11** Mabee Learning Commons
- 12** Osborne Hall

**PROFESSIONAL & GRADUATE STUDIES**

- 35** Admissions – 13563 South Mur-len Rd.
- 36** Faculty Offices

**RESIDENCE HALLS**

- 13** Uphaus
- 14** Spindle
- 15** Draper
- 16** Ramsey
- 17** Rice
- 18** Stockton
- 19** Snowbarger
- 20** Lanpher
- 21** Colony West

**ATHLETICS**

- 22** Land Gymnasium
- 23** Soccer Practice Field
- 24** Williams Softball Field
- 25** Outdoor Tennis  
& Basketball Courts
- 26** Cook Center
- 27** Football Practice Field  
& Field House
- 28** Soccer Game Field
- 29** Football Field & Track
- 30** Robbie Jones  
Baseball Field

**COLLEGE CHURCH OF THE NAZARENE**

- 31** College Church Sanctuary
- 32** Cunningham Family Life Center
- 33** Uphaus Hall
- 34** Garrett Chapel

**MIDAMERICA**  
NAZARENE UNIVERSITY

2030 East College Way  
Olathe, Kansas 66062-1899  
(913) 782-3750  
www.mnu.edu

MIDAMERICA  

---

NAZARENE UNIVERSITY