2022-2023

GRADUATE

COURSE SCHEDULE

PEIRCE COLLEGE

SINCE 1865

TABLE OF CONTENTS

For textbook information, please visit the Peirce College bookstore at www.ecampus.com/peirce.

2022–2023 Graduate Course Schedule

1   PEIRCE COLLEGE

4/22

LEGEND FOR CODES

Each course at Peirce College is identified by a specific course code. All courses are offered online but the name of the course is followed by a section code to identify whether the course offers a syncronous online option or an on campus option, and then a session or term code to identify when the course will begin.

Courses are offered in 7/8- and 14/15-week formats. The following legend information is provided to assist with course selection.

7/8 week online classes that include synchronous options are coded as follows:

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
OM	OT	OW	OR	OF	OS

14/15 week online classes that include synchronous options use the above codes, but include a letter signifiying in what term they begin - F (fall), S (spring), or U (summer).

SESSION CODES

All course codes end with a session code number to reflect the session start.

    Example: OLM 530 OF3 is an OLM530 course offered online with a synchronous option on
                Fridays in Session 3.

TERM CODES

All 14/15-week class codes end in F for Fall, S for Spring, or U for Summer.

    Example: BUS 640 OF U is a 15-week BUS640 course offered online with a synchronous
                option on Fridays in the Summer Term.

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2   2022–2023 Graduate Course Schedule

4/22

Please consult the 2021-2022 Peirce College Graduate College Catalog for course prerequisites and descriptions.

NEW COURSES
BUS 500 Fundamentals of Business Administration
BUS 610 Principles of Managerial Accounting & Financial Analysis
BUS 630 Marketing & Communication Strategy
BUS 640 Strategic Leadership in Business - Practicum

PREREQUISITE CHANGES
OLM 521 Ethical Decision Making

For textbook information, please visit the Peirce College bookstore at www.ecampus.com/peirce.

2022–2023 Graduate Course Schedule

3

4/22

COLLEGE CALENDAR OF CLASSES FOR 2022–2023

The academic year begins with the fall term and ends with the summer term of the following year. Classes in the fall term typically begin in September, spring typically begins in January, and summer typically begins in May.

Session 1						
	Monday	**Tuesday**	**Wednesday**	**Thursday**	**Friday**	**Saturday**	**Interim**
		9/6/22	9/7/22	9/8/22	9/9/22	9/10/22	9/26/22
	9/12/22	9/13/22	9/14/22	9/15/22	9/16/22	9/17/22	10/3/22
	9/19/22	9/20/22	9/21/22	9/22/22	9/23/22	9/24/22	10/10/22
	9/26/22	9/27/22	9/28/22	9/29/22	9/30/22	10/1/22	10/17/22
	10/3/22	10/4/22	10/5/22	10/6/22	10/7/22	10/8/22	10/24/22
	10/10/22	10/11/22	10/12/22	10/13/22	10/14/22	10/15/22	10/31/22
	10/17/22	10/18/22	10/19/22	10/20/22	10/21/22	10/22/22	11/7/22
Final Work Due On Or Before	10/31/22	10/31/22	10/31/22	10/31/22	10/31/22	10/31/22	11/13/22
Drop By	9/18/22	9/12/22	9/13/22	9/14/22	9/15/22	9/16/22	10/2/22
Last Admin Drop Date	9/27/22	9/27/22	9/27/22	9/27/22	9/27/22	9/27/22	10/11/22
Withdraw By	10/8/22	10/8/22	10/8/22	10/8/22	10/8/22	10/8/22	10/24/22
Grades Posted	11/3/22	11/3/22	11/3/22	11/3/22	11/3/22	11/3/22	11/16/22

Session 2						
	Monday	**Tuesday**	**Wednesday**	**Thursday**	**Friday**	**Saturday**	**Interim**
		11/1/22	11/2/22	11/3/22	11/4/22	11/5/22	11/21/22
		11/8/22	11/9/22	11/10/22	11/11/22	11/12/22	11/28/22
		11/15/22	11/16/22	11/17/22	11/18/22	11/19/22	12/5/22
		11/22/22	11/23/22	Confer with professor			12/12/22
		11/29/22	11/30/22	12/1/22	12/2/22	12/3/22	12/19/22
		12/6/22	12/7/22	12/8/22	12/9/22	12/10/22	12/26/22
		12/13/22	12/14/22	12/15/22	12/16/22	12/17/22	1/2/23
Final Work Due On Or Before		12/18/22	12/18/22	12/18/22	12/18/22	12/18/22	1/4/23
Drop By		11/7/22	11/8/22	11/9/22	11/10/22	11/11/22	11/27/22
Last Admin Drop Date		11/20/22	11/20/22	11/20/22	11/20/22	11/20/22	12/6/22
Withdraw By		11/29/22	11/29/22	11/29/22	11/29/22	11/29/22	12/17/22
Grades Posted		12/21/22	12/21/22	12/21/22	12/21/22	12/21/22	1/7/23

*No Monday Classes in Session 2 | * Confer with your professor about makeup for this lesson

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PEIRCE COLLEGE 4   2022–2023 Graduate Course Schedule

4/22

COLLEGE CALENDAR OF CLASSES FOR 2022–2023 (continued)

The academic year begins with the fall term and ends with the summer term of the following year. Classes in the fall term typically begin in September, spring typically begins in January, and summer typically begins in May.

Session 3							
	Monday	**Tuesday**	**Wednesday**	**Thursday**	**Friday**	**Saturday**	**Interim**
	1/9/23	1/10/23	1/11/23	1/12/23	1/13/23	1/14/23	1/30/23
	Confer with prof	1/17/23	1/18/23	1/19/23	1/20/23	1/21/23	2/6/23
	1/23/23	1/24/23	1/25/23	1/26/23	1/27/23	1/28/23	2/13/23
	1/30/23	1/31/23	2/1/23	2/2/23	2/3/23	2/4/23	2/20/23
	2/6/23	2/7/23	2/8/23	2/9/23	2/10/23	2/11/23	2/27/23
	2/13/23	2/14/23	2/15/23	2/16/23	2/17/23	2/18/23	3/6/23
	2/20/23	2/21/23	2/22/23	2/23/23	2/24/23	2/25/23	3/13/23
	2/27/23	2/28/23	3/1/23	3/2/23	3/3/23	3/4/23	3/20/23
Final Work Due On Or Before	3/5/22	3/5/22	3/5/22	3/5/22	3/5/22	3/5/22	3/27/23
Drop By	1/15/23	1/16/23	1/17/23	1/18/23	1/19/23	1/20/23	2/5/23
Last Admin Drop Date	9/27/22	9/27/22	9/27/22	9/27/22	9/27/22	9/27/22	2/14/23
Withdraw By	10/8/22	10/8/22	10/8/22	10/8/22	10/8/22	10/8/22	3/4/23
Grades Posted	11/3/22	11/3/22	11/3/22	11/3/22	11/3/22	11/3/22	3/30/23

Spring Break Monday, March 6 through Sunday March 12

Session 4							
	Monday	**Tuesday**	**Wednesday**	**Thursday**	**Friday**	**Saturday**	**Interim**
	3/13/23	3/14/23	3/15/23	3/16/23	3/17/23	3/18/23	4/3/23
	3/20/23	3/21/23	3/22/23	3/23/23	3/24/23	3/25/23	4/10/23
	3/27/23	3/28/23	3/29/23	3/30/23	3/31/23	4/1/23	4/17/23
	4/3/23	4/4/23	4/5/23	4/6/23	4/7/23	4/8/23	4/24/23
	4/10/23	4/11/23	4/12/23	4/13/23	4/14/23	4/15/23	
	4/17/23	4/18/23	4/19/23	4/20/23	4/21/23	4/22/23	
	4/24/23	4/25/23	4/26/23	4/27/23	4/28/23	4/29/23	
Final Work Due On Or Before	4/30/23	4/30/23	4/30/23	4/30/23	4/30/23	4/30/23	4/24/23
Drop By	4/2/23	4/2/23	4/2/23	4/2/23	4/2/23	4/2/23	4/9/23
Last Admin Drop Date	3/20/23	3/21/23	3/22/23	3/23/23	3/24/23	3/25/23	4/10/23
Withdraw By	4/10/23	4/10/23	4/10/23	4/10/23	4/10/23	4/10/23	4/15/23
Grades Posted	5/3/23	5/3/23	5/3/23	5/3/23	5/3/23	5/3/23	4/27/23

* Confer with your professor about makeup for this lesson

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COLLEGE CALENDAR OF CLASSES FOR 2022–2023 (continued)

The academic year begins with the fall term and ends with the summer term of the following year. Classes in the fall term typically begin in September, spring typically begins in January, and summer typically begins in May.

Session 5							
	Monday	**Tuesday**	**Wednesday**	**Thursday**	**Friday**	**Saturday**	**Interim**
	5/8/23	5/9/23	5/10/23	5/11/23	5/12/23	5/13/23	5/29/23
	5/15/23	5/16/23	5/17/23	5/18/23	5/19/23	5/20/23	6/5/23
	5/22/23	5/23/23	5/24/23	5/25/23	5/26/23	5/27/23	6/12/23
	5/29/23	5/30/23	5/31/23	6/1/23	6/2/23	6/3/23	6/19/23
	6/5/23	6/6/23	6/7/23	6/8/23	6/9/23	6/10/23	6/26/23
	6/12/23	6/13/23	6/14/23	6/15/23	6/16/23	6/17/23	7/3/23
	Confer with Prof	6/20/23	6/21/23	6/22/23	6/23/23	6/24/23	7/10/23
Final Work Due On Or Before	6/25/23	6/25/23	6/25/23	6/25/23	6/25/23	6/25/23	7/16/23
Drop By	5/14/23	5/15/23	5/16/23	5/17/23	5/18/23	5/19/23	6/4/23
Last Admin Drop Date	5/28/23	5/28/23	5/28/23	5/28/23	5/28/23	5/28/23	6/11/23
Withdraw By	6/5/23	6/5/23	6/5/23	6/5/23	6/5/23	6/5/23	6/26/23
Grades Posted	6/28/23	6/28/23	6/28/23	6/28/23	6/28/23	6/28/23	7/19/23

Session 6							
	Monday	**Tuesday**	**Wednesday**	**Thursday**	**Friday**	**Saturday**	**Interim**
	7/3/23		7/5/23	7/6/23	7/7/23	7/8/23	7/24/23
	7/10/23	7/11/23	7/12/23	7/13/23	7/14/23	7/15/23	7/31/23
	7/17/23	7/18/23	7/19/23	7/20/23	7/21/23	7/22/23	8/7/23
	7/24/23	7/25/23	7/26/23	7/27/23	7/28/23	7/29/23	8/14/23
	7/31/23	8/1/23	8/2/23	8/3/23	8/4/23	8/5/23	
	8/7/23	8/8/23	8/9/23	8/10/23	8/11/23	8/12/23	
	8/14/23	8/15/23	8/16/23	8/17/23	8/18/23	8/19/23	
Final Work Due On Or Before	8/20/23	8/20/23	8/20/23	8/20/23	8/20/23	8/20/23	8/14/23
Drop By	7/9/23	7/18/23	7/11/23	7/12/23	7/13/23	7/14/23	7/30/23
Last Admin Drop Date	7/26/23	7/26/23	7/26/23	7/26/23	7/26/23	7/26/23	7/31/23
Withdraw By	7/31/23	7/31/23	7/31/23	7/31/23	7/31/23	7/31/23	8/5/23
Grades Posted	8/23/23	8/23/23	8/23/23	8/23/23	8/23/23	8/23/23	8/17/23

*Due to the Independence Day holiday, Tuesday classes start one week later in Session 6

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COLLEGE CALENDAR OF CLASSES FOR 2022–2023 (continued)

The academic year begins with the fall term and ends with the summer term of the following year. Classes in the fall term typically begin in September, spring typically begins in January, and summer typically begins in May.

Fall Full Term Classes						
	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		9/6/22	9/7/22	9/8/22	9/9/22	9/10/22
	9/12/22	9/13/22	9/14/22	9/15/22	9/16/22	9/17/22
	9/19/22	9/20/22	9/21/22	9/22/22	9/23/22	9/24/22
	9/26/22	9/27/22	9/28/22	9/29/22	9/30/22	10/1/22
	10/3/22	10/4/22	10/5/22	10/6/22	10/7/22	10/8/22
	10/10/22	10/11/22	10/12/22	10/13/22	10/14/22	10/15/22
	10/17/22	10/18/22	10/19/22	10/20/22	10/21/22	10/22/22
	10/24/22	10/25/22	10/26/22	10/27/22	10/28/22	10/29/22
	10/31/22	11/1/22	11/2/22	11/3/22	11/4/22	11/5/22
	11/7/22	11/8/22	11/9/22	11/10/22	11/11/22	11/12/22
	11/14/22	11/15/22	11/16/22	11/17/22	11/18/22	11/19/22
	11/21/22	11/22/22	11/23/22	Confer with professor		
	11/28/22	11/29/22	11/30/22	12/1/22	12/2/22	12/3/22
	12/5/22	12/6/22	12/7/22	12/8/22	12/9/22	12/10/22
	12/12/22	12/13/22	12/14/22	12/15/22	12/16/22	12/17/22
Final Work Due On Or Before	12/18/22	12/18/22	12/18/22	12/18/22	12/18/22	12/18/22
Drop By	9/18/22	9/12/22	9/13/22	9/14/22	9/15/22	9/16/22
Last Admin Drop Date	9/27/22	9/27/22	9/27/22	9/27/22	9/27/22	9/27/22
Withdraw By	11/6/22	11/6/22	11/6/22	11/6/22	11/6/22	11/6/22
Grades Posted	12/21/22	12/21/22	12/21/22	12/21/22	12/21/22	12/21/22

 * Confer with your professor about makeup for this lesson

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COLLEGE CALENDAR OF CLASSES FOR 2022–2023 (continued)

The academic year begins with the fall term and ends with the summer term of the following year. Classes in the fall term typically begin in September, spring typically begins in January, and summer typically begins in May.

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Spring Full Term Classes						
	1/9/23	1/10/23	1/11/23	1/12/23	1/13/23	1/14/23
	Confer with prof	1/17/23	1/18/23	1/19/23	1/20/23	1/21/23
	1/23/23	1/24/23	1/25/23	1/26/23	1/27/23	1/28/23
	1/30/23	1/31/23	2/1/23	2/2/23	2/3/23	2/4/23
	2/6/23	2/7/23	2/8/23	2/9/23	2/10/23	2/11/23
	2/13/23	2/14/23	2/15/23	2/16/23	2/17/23	2/18/23
	2/20/23	2/21/23	2/22/23	2/23/23	2/24/23	2/25/23
	2/27/23	2/28/23	3/1/23	3/2/23	3/3/23	3/4/23
	Spring Break Monday, March 6 through Sunday, March 12					
	3/13/23	3/14/23	3/15/23	3/16/23	3/17/23	3/18/23
	3/20/23	3/21/23	3/22/23	3/23/23	3/24/23	3/25/23
	3/27/23	3/28/23	3/29/23	3/30/23	3/31/23	4/1/23
	4/3/23	4/4/23	4/5/23	4/6/23	4/7/23	4/8/23
	4/10/23	4/11/23	4/12/23	4/13/23	4/14/23	4/15/23
	4/17/23	4/18/23	4/19/23	4/20/23	4/21/23	4/22/23
	4/24/23	4/25/23	4/26/23	4/27/23	4/28/23	4/29/23
Final Work Due On Or Before	4/30/23	4/30/23	4/30/23	4/30/23	4/30/23	4/30/23
Drop By	1/15/23	1/16/23	1/17/23	1/18/23	1/19/23	1/20/23
Last Admin Drop Date	1/29/23	1/29/23	1/29/23	1/29/23	1/29/23	1/29/23
Withdraw By	3/19/23	3/19/23	3/19/23	3/19/23	3/19/23	3/19/23
Grades Posted	5/3/23	5/3/23	5/3/23	5/3/23	5/3/23	5/3/23

* Confer with your professor about makeup for this lesson

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PEIRCE COLLEGE 8

2022–2023 Graduate Course Schedule

4/22

COLLEGE CALENDAR OF CLASSES FOR 2022–2023 (continued)

The academic year begins with the fall term and ends with the summer term of the following year. Classes in the fall term typically begin in September, spring typically begins in January, and summer typically begins in May.

Summer Full Term Classes						
	Monday	**Tuesday**	**Wednesday**	**Thursday**	**Friday**	**Saturday**
	5/8/23	5/9/23	5/10/23	5/11/23	5/12/23	5/13/23
	5/15/23	5/16/23	5/17/23	5/18/23	5/19/23	5/20/23
	5/22/23	5/23/23	5/24/23	5/25/23	5/26/23	5/27/23
	5/29/23	5/30/23	5/31/23	6/1/23	6/2/23	6/3/23
	6/5/23	6/6/23	6/7/23	6/8/23	6/9/23	6/10/23
	6/12/23	6/13/23	6/14/23	6/15/23	6/16/23	6/17/23
	Confer with prof	6/20/23	6/21/23	6/22/23	6/23/23	6/24/23
	6/26/23	6/27/23	6/28/23	6/29/23	6/30/23	7/1/23
	7/3/23	Confer with prof	7/5/23	7/6/23	7/7/23	7/8/23
	7/10/23	7/11/23	7/12/23	7/13/23	7/14/23	7/15/23
	7/17/23	7/18/23	7/19/23	7/20/23	7/21/23	7/22/23
	7/24/23	7/25/23	7/26/23	7/27/23	7/28/23	7/29/23
	7/31/23	8/1/23	8/2/23	8/3/23	8/4/23	8/5/23
	8/7/26	8/8/23	8/9/23	8/10/23	8/11/23	8/12/23
	8/14/23	8/15/23	8/16/23	8/17/23	8/18/23	8/19/23
Final Work Due On Or Before	8/20/23	8/20/23	8/20/23	8/20/23	8/20/23	8/20/23
Drop By	5/14/23	5/15/23	5/16/23	5/17/23	5/18/23	5/19/23
Last Admin Drop Date	5/28/23	5/28/23	5/28/23	5/28/23	5/28/23	5/28/23
Withdraw By	7/9/23	7/9/23	7/9/23	7/9/23	7/9/23	7/9/23
Grades Posted	8/23/23	8/23/23	8/23/23	8/23/23	8/23/23	8/23/23

* Confer with your professor about makeup for this lesson

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GRADUATE COURSE SCHEDULE BY COURSE NAME

TERM	COURSE			TITLE	DAY	START DATE	END DATE
FALL 2022-2023	BUS 500	OS	F	Fundamentals of Business Administration	Synchronous/Online	9/10/2022	12/18/2022
SPRING 2022-2023	BUS 500	OS	S	Fundamentals of Business Administration	Synchronous/Online	1/14/2023	4/30/2023
SUMMER 2022-2023	BUS 500	OS	U	Fundamentals of Business Administration	Synchronous/Online	5/13/2023	8/20/2023
FALL 2022-2023	BUS 610	OF	F	Principles of Managerial Accountingand Financial A	Synchronous/Online	9/9/2022	12/18/2022
SPRING 2022-2023	BUS 630	OF	S	Marketing and Communication Strategy	Synchronous/Online	1/13/2023	4/30/2023
SUMMER 2022-2023	BUS 640	OF	U	Strategic Leadership in Business/Practicum	Synchronous/Online	5/12/2023	8/20/2023
FALL 2022-2023	GSS 500	OF	1	Graduate Success Seminar	Synchronous/Online	9/9/2022	10/31/2022
SPRING 2022-2023	GSS 500	OT	3	Graduate Success Seminar	Online	1/10/2023	3/5/2023
SUMMER 2022-2023	GSS 500	OT	5	Graduate Success Seminar	Online	5/9/2023	6/25/2023
SPRING 2022-2023	HCA 501	OF	3	Introduction to Healthcare Administration: History, E	Synchronous/Online	1/13/2023	3/5/2023
SPRING 2022-2023	HCA 510	OS	4	Ethics in Healthcare Administration	Synchronous/Online	3/18/2023	4/30/2023
SUMMER 2022-2023	HCA 520	OF	5	Healthcare Informatics and Information Technology	Synchronous/Online	5/12/2023	8/20/2023
SUMMER 2022-2023	HCA 530	OS	6	Healthcare Law and Compliance	Synchronous/Online	7/8/2023	8/20/2023
FALL 2022-2023	HCA 540	OF	1	Performance Leadership and CultureHealthcare	Synchronous/Online	9/9/2022	10/31/2022
FALL 2022-2023	HCA 550	OS	2	Risk Management and Insurance in Healthcare	Synchronous/Online	11/5/2022	12/18/2022
FALL 2022-2023	HCA 560	OF	1	Community Health	Synchronous/Online	9/9/2022	10/31/2022
SPRING 2022-2023	HCA 570	OF	3	Epidemiology	Synchronous/Online	1/13/2023	3/5/2023
SUMMER 2022-2023	HCA 575	OS	5	Public Health Leadership, Advocacy,and Policy	Synchronous/Online	5/13/2023	6/25/2023
SUMMER 2022-2023	HCA 580	OF	5	Healthcare Practicum	Synchronous/Online	5/12/2023	6/25/2023
SUMMER 2022-2023	HCA 590	OS	U	Capstone Project - Healthcare Administration	Synchronous/Online	5/13/2023	8/20/2023
FALL 2022-2023	OHL 510	OF	1	Theories of Adult and Non-Traditional Educati on	Synchronous/Online	9/9/2022	10/31/2022
FALL 2022-2023	OHL 520	OS	2	Diversity, Inclusion, and Social Justice in Higher Edu	Synchronous/Online	11/5/2022	12/18/2022
SPRING 2022-2023	OHL 530	OF	3	Assessment, Accreditation, and Compliance in High	Synchronous/Online	1/13/2023	3/5/2023
SPRING 2022-2023	OHL 540	OS	4	Developing Trends in Higher Education	Synchronous/Online	3/18/2023	4/30/2023
SUMMER 2022-2023	OHL 590	OF	U	Practicum/Capstone in Higher Education Leadership	Synchronous/Online	5/12/2023	8/20/2023
SUMMER 2022-2023	OHL 590	OS	U	Practicum/Capstone in Higher Education Leadership	Synchronous/Online	5/13/2023	8/20/2023
FALL 2022-2023	OLM 501	OS	1	Foundations of Contemporary Leadership	Synchronous/Online	9/10/2022	10/31/2022
SPRING 2022-2023	OLM 501	OS	3	Foundations of Contemporary Leadership	Synchronous/Online	1/14/2023	3/5/2023
SUMMER 2022-2023	OLM 501	OS	5	Foundations of Contemporary Leadership	Synchronous/Online	5/13/2023	6/25/2023
FALL 2022-2023	OLM 503	OS	2	Applied Research Methods	Synchronous/Online	11/5/2022	12/18/2022
SPRING 2022-2023	OLM 503	OS	4	Applied Research Methods	Synchronous/Online	3/18/2023	4/30/2023
SUMMER 2022-2023	OLM 503	OF	6	Applied Research Methods	Synchronous/Online	7/7/2023	8/20/2023
FALL 2022-2023	OLM 511	OF	2	Systems Dynamics and Change	Synchronous/Online	11/4/2022	12/18/2022
SPRING 2022-2023	OLM 511	OF	4	Systems Dynamics and Change	Synchronous/Online	3/17/2023	4/30/2023
SUMMER 2022-2023	OLM 511	OF	6	Systems Dynamics and Change	Synchronous/Online	7/7/2023	8/20/2023
FALL 2022-2023	OLM 521	OS	1	Ethical Decision Making	Synchronous/Online	9/10/2022	10/31/2022
SUMMER 2022-2023	OLM 521	OS	5	Ethical Decision Making	Synchronous/Online	5/13/2023	6/25/2023
FALL 2022-2023	OLM 523	OF	2	Transcendent Leadership	Synchronous/Online	11/4/2022	12/18/2022
SPRING 2022-2023	OLM 523	OS	4	Transcendent Leadership	Synchronous/Online	3/18/2023	4/30/2023
SUMMER 2022-2023	OLM 531	OF	6	Leading Culturally & Generationally Div Pop	Synchronous/Online	7/7/2023	8/20/2023
FALL 2022-2023	OLM 540	OS	2	Business and Professional Communication	Synchronous/Online	11/5/2022	12/18/2022
SUMMER 2022-2023	OLM 540	OF	5	Business and Professional Communication	Synchronous/Online	5/12/2023	6/25/2023
SUMMER 2022-2023	OLM 550	OS	5	Strategic Human Resource Management	Synchronous/Online	5/13/2023	6/25/2023

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PEIRCE COLLEGE 10   2022–2023 Graduate Course Schedule

4/22

GRADUATE COURSE SCHEDULE BY COURSE NAME

TERM	COURSE			TITLE	DAY	START DATE	END DATE
FALL 2022-2023	OLM 560	OF	1	Developing Systems Literacy	Synchronous/Online	9/9/2022	10/31/2022
SPRING 2022-2023	OLM 560	OS	3	Developing Systems Literacy	Synchronous/Online	1/14/2023	3/5/2023
SPRING 2022-2023	OLM 570	OS	3	Strategic Management and Finance	Synchronous/Online	1/14/2023	3/5/2023
SUMMER 2022-2023	OLM 570	OF	6	Strategic Management and Finance	Synchronous/Online	7/7/2023	8/20/2023
FALL 2022-2023	OLM 580	OS	2	Leadership Project Management Strategy	Synchronous/Online	11/5/2022	12/18/2022
SPRING 2022-2023	OLM 580	OF	4	Leadership Project Management Strategy	Synchronous/Online	3/17/2023	4/30/2023
FALL 2022-2023	OLM 590	OS	F	Capstone Project	Synchronous/Online	9/10/2022	12/18/2022
SPRING 2022-2023	OLM 590	OS	S	Capstone Project	Synchronous/Online	1/14/2023	4/30/2023
SUMMER 2022-2023	OLM 590	OF	U	Capstone Project	Synchronous/Online	5/12/2023	8/20/2023
FALL 2022-2023	ONL 520	OS	F	Development & Philanthropy	Synchronous/Online	9/10/2022	12/18/2022
SPRING 2022-2023	ONL 540	OS	S	Nonprofit Finance and Operations	Synchronous/Online	1/14/2023	4/30/2023
SUMMER 2022-2023	ONL 560	OF	U	Nonprofit Governance and Leadership	Synchronous/Online	5/12/2023	8/20/2023
SUMMER 2022-2023	ONL 590	OS	U	Practicum and Capstone in NonprofitLeadership	Synchronous/Online	5/13/2023	8/20/2023
FALL 2022-2023	OPM 520	OS	F	Supply Chain Management & Logistics	Synchronous/Online	9/10/2022	12/18/2022
SPRING 2022-2023	OPM 540	OS	S	Data Analytics	Synchronous/Online	1/14/2023	4/30/2023
SUMMER 2022-2023	OPM 560	OS	U	Information Technology Leadership	Synchronous/Online	5/13/2023	8/20/2023
SUMMER 2022-2023	OPM 590	OS	U	Practicum and Capstone in Operations Managemen	Synchronous/Online	5/13/2023	8/20/2023

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2022–2023 Graduate Course Schedule

11

PEIRCE
COLLEGE

4/22

TERM	COURSE			TITLE	DAY	START DATE	END DATE
FALL 2022-2023	BUS 500	OS	F	Fundamentals of Business Administration	Synchronous/Online	9/10/2022	12/18/2022
FALL 2022-2023	BUS 610	OF	F	Principles of Managerial Accountingand Financial Anal	Synchronous/Online	9/9/2022	12/18/2022
FALL 2022-2023	GSS 500	OF	1	Graduate Success Seminar	Synchronous/Online	9/9/2022	10/31/2022
FALL 2022-2023	HCA 540	OF	1	Performance Leadership and CultureHealthcare	Synchronous/Online	9/9/2022	10/31/2022
FALL 2022-2023	HCA 550	OS	2	Risk Management and Insurance in Healthcare	Synchronous/Online	11/5/2022	12/18/2022
FALL 2022-2023	HCA 560	OF	1	Community Health	Synchronous/Online	9/9/2022	10/31/2022
FALL 2022-2023	OHL 510	OF	1	Theories of Adult and Non-Traditional Educati on	Synchronous/Online	9/9/2022	10/31/2022
FALL 2022-2023	OHL 520	OS	2	Diversity, Inclusion, and Social Justice in Higher Educa	Synchronous/Online	11/5/2022	12/18/2022
FALL 2022-2023	OLM 501	OS	1	Foundations of Contemporary Leadership	Synchronous/Online	9/10/2022	10/31/2022
FALL 2022-2023	OLM 503	OS	2	Applied Research Methods	Synchronous/Online	11/5/2022	12/18/2022
FALL 2022-2023	OLM 511	OF	2	Systems Dynamics and Change	Synchronous/Online	11/4/2022	12/18/2022
FALL 2022-2023	OLM 521	OS	1	Ethical Decision Making	Synchronous/Online	9/10/2022	10/31/2022
FALL 2022-2023	OLM 523	OF	2	Transcendent Leadership	Synchronous/Online	11/4/2022	12/18/2022
FALL 2022-2023	OLM 540	OS	2	Business and Professional Communication	Synchronous/Online	11/5/2022	12/18/2022
FALL 2022-2023	OLM 560	OF	1	Developing Systems Literacy	Synchronous/Online	9/9/2022	10/31/2022
FALL 2022-2023	OLM 580	OS	2	Leadership Project Management Strategy	Synchronous/Online	11/5/2022	12/18/2022
FALL 2022-2023	OLM 590	OS	F	Capstone Project	Synchronous/Online	9/10/2022	12/18/2022
FALL 2022-2023	ONL 520	OS	F	Development & Philanthropy	Synchronous/Online	9/10/2022	12/18/2022
FALL 2022-2023	OPM 520	OS	F	Supply Chain Management & Logistics	Synchronous/Online	9/10/2022	12/18/2022
SPRING 2022-2023	BUS 500	OS	S	Fundamentals of Business Administration	Synchronous/Online	1/14/2023	4/30/2023
SPRING 2022-2023	BUS 630	OF	S	Marketing and Communication Strategy	Synchronous/Online	1/13/2023	4/30/2023
SPRING 2022-2023	GSS 500	OT	3	Graduate Success Seminar	Online	1/10/2023	3/5/2023
SPRING 2022-2023	HCA 501	OF	3	Introduction to Healthcare Administration: History, Ecor	Synchronous/Online	1/13/2023	3/5/2023
SPRING 2022-2023	HCA 510	OS	4	Ethics in Healthcare Administration	Synchronous/Online	3/18/2023	4/30/2023
SPRING 2022-2023	HCA 570	OF	3	Epidemiology	Synchronous/Online	1/13/2023	3/5/2023
SPRING 2022-2023	OHL 530	OF	3	Assessment, Accreditation, and Compliance in Higher	Synchronous/Online	1/13/2023	3/5/2023
SPRING 2022-2023	OHL 540	OS	4	Developing Trends in Higher Education	Synchronous/Online	3/18/2023	4/30/2023
SPRING 2022-2023	OLM 501	OS	3	Foundations of Contemporary Leadership	Synchronous/Online	1/14/2023	3/5/2023
SPRING 2022-2023	OLM 503	OS	4	Applied Research Methods	Synchronous/Online	3/18/2023	4/30/2023
SPRING 2022-2023	OLM 511	OF	4	Systems Dynamics and Change	Synchronous/Online	3/17/2023	4/30/2023
SPRING 2022-2023	OLM 523	OS	4	Transcendent Leadership	Synchronous/Online	3/18/2023	4/30/2023
SPRING 2022-2023	OLM 560	OS	3	Developing Systems Literacy	Synchronous/Online	1/14/2023	3/5/2023
SPRING 2022-2023	OLM 570	OS	3	Strategic Management and Finance	Synchronous/Online	1/14/2023	3/5/2023
SPRING 2022-2023	OLM 580	OF	4	Leadership Project Management Strategy	Synchronous/Online	3/17/2023	4/30/2023
SPRING 2022-2023	OLM 590	OS	S	Capstone Project	Synchronous/Online	1/14/2023	4/30/2023
SPRING 2022-2023	ONL 540	OS	S	Nonprofit Finance and Operations	Synchronous/Online	1/14/2023	4/30/2023
SPRING 2022-2023	OPM 540	OS	S	Data Analytics	Synchronous/Online	1/14/2023	4/30/2023
SUMMER 2022-2023	BUS 500	OS	U	Fundamentals of Business Administration	Synchronous/Online	5/13/2023	8/20/2023
SUMMER 2022-2023	BUS 640	OF	U	Strategic Leadership in Business/Practicum	Synchronous/Online	5/12/2023	8/20/2023
SUMMER 2022-2023	GSS 500	OT	5	Graduate Success Seminar	Online	5/9/2023	6/25/2023
SUMMER 2022-2023	HCA 520	OF	5	Healthcare Informatics and Information Technology	Synchronous/Online	5/12/2023	8/20/2023
SUMMER 2022-2023	HCA 530	OS	6	Healthcare Law and Compliance	Synchronous/Online	7/8/2023	8/20/2023
SUMMER 2022-2023	HCA 575	OS	5	Public Health Leadership, Advocacy,and Policy	Synchronous/Online	5/13/2023	6/25/2023
SUMMER 2022-2023	HCA 580	OF	5	Healthcare Practicum	Synchronous/Online	5/12/2023	6/25/2023
SUMMER 2022-2023	HCA 590	OS	U	Capstone Project - Healthcare Administration	Synchronous/Online	5/13/2023	8/20/2023
SUMMER 2022-2023	OHL 590	OF	U	Practicum/Capstone in Higher Education Leadership	Synchronous/Online	5/12/2023	8/20/2023

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PEIRCE COLLEGE 12

2022–2023 Graduate Course Schedule

4/22

TERM	COURSE			TITLE	DAY	START DATE	END DATE
SUMMER 2022-2023	OHL 590	OS	U	Practicum/Capstone in Higher Education Leadership	Synchronous/Online	5/13/2023	8/20/2023
SUMMER 2022-2023	OLM 501	OS	5	Foundations of Contemporary Leadership	Synchronous/Online	5/13/2023	6/25/2023
SUMMER 2022-2023	OLM 503	OF	6	Applied Research Methods	Synchronous/Online	7/7/2023	8/20/2023
SUMMER 2022-2023	OLM 511	OF	6	Systems Dynamics and Change	Synchronous/Online	7/7/2023	8/20/2023
SUMMER 2022-2023	OLM 521	OS	5	Ethical Decision Making	Synchronous/Online	5/13/2023	6/25/2023
SUMMER 2022-2023	OLM 531	OF	6	Leading Culturally & Generationally Div Pop	Synchronous/Online	7/7/2023	8/20/2023
SUMMER 2022-2023	OLM 540	OF	5	Business and Professional Communication	Synchronous/Online	5/12/2023	6/25/2023
SUMMER 2022-2023	OLM 550	OS	5	Strategic Human Resource Management	Synchronous/Online	5/13/2023	6/25/2023
SUMMER 2022-2023	OLM 570	OF	6	Strategic Management and Finance	Synchronous/Online	7/7/2023	8/20/2023
SUMMER 2022-2023	OLM 590	OF	U	Capstone Project	Synchronous/Online	5/12/2023	8/20/2023
SUMMER 2022-2023	ONL 560	OF	U	Nonprofit Governance and Leadership	Synchronous/Online	5/12/2023	8/20/2023
SUMMER 2022-2023	ONL 590	OS	U	Practicum and Capstone in NonprofitLeadership	Synchronous/Online	5/13/2023	8/20/2023
SUMMER 2022-2023	OPM 560	OS	U	Information Technology Leadership	Synchronous/Online	5/13/2023	8/20/2023
SUMMER 2022-2023	OPM 590	OS	U	Practicum and Capstone in Operations Management	Synchronous/Online	5/13/2023	8/20/2023

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Business Administration (BUS)

BUS 500
Fundamentals of Business Administration
Grade of "B" or higher is required.
This course provides a graduate-level introduction to the fundamental concepts of Business Administration for students without a prior academic background in Business. Course topics include an overview of Accounting, Finance, Marketing, Economics, Management, Ethics, and Technology. Open to MBA students only.

BUS 610
Principles of Managerial Accounting and Financial Analysis
This course presents management accounting and financial analysis from a strategic perspective – specifically, the collection, presentation and analysis of cost and finance data to help management deal with strategic and operational planning and decision making. By focusing on concepts, analyses, uses and procedures, the course shows the strategic role of managerial accounting and financial analysis as tools for business strategy, implementation and performance evaluation.

BUS 630
Marketing and Communication Strategy
Prerequisites: Admission to MBA program.
This course presents an overview of applied marketing strategy development and implementation, including use of appropriate modern communications channels.

BUS 640
Strategic Leadership in Business Practicum
A grade of B or above is required in this course.
Prerequisites: Must be taken in final term of program; may be taken concurrently with another course.
This course serves as a capstone and practicum course in the MBA program in which students will engage in a series of applied strategic leadership exercises.

Graduate Success Seminar (GSS)

GSS 500
Graduate Success Seminar
Students must earn a "P" to pass this course.
This one-credit three-week course provides graduate students with an overview of topics that are essential to student success. Course topics include APA formatting and style, graduate-level scholarly writing and academic expectations, time management navigating flexible delivery, and the services and opportunities provided by the Graduate Student Association.

Healthcare Administration (HCA)

HCA 501
Introduction to Healthcare Administration: History, Economics, and Theory
A grade of B or above is required in this course.
This course provides a review of healthcare organizations and enables students to develop an understanding of the history of the US healthcare system. Topics include the evolution of healthcare delivery and theory during a time of economic, financial, and regulatory challenges with emphasis on political and social forces. In response to these influences, the focus of studies includes analysis of the impact of the evolving consumer movement and the various approaches used to maintain efficient and effective organizational structures.

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PEIRCE COLLEGE 14   2022–2023 Graduate Course Schedule

4/22

Healthcare Administration (HCA)

HCA 510
Ethics in Healthcare Administration
A grade of B or above is required in this course.
Prerequisite: Completion of or concurrent enrollment in HCA 501
This course will focus on moral values and principles applicable in complex healthcare organizations. This course is intended to serve as an arena for discussion and inquiry regarding what is good and what is right as related to bioethical and socio-ethical issues both current and historical. Topics and studies in this course are designed to inculcate decision-making skills to assist with designing health services models based on the development of various healthcare organizations' services, theory, mission, and vision.

HCA 520
Healthcare Informatics and Information Technology
Prerequisites: OLM 501, OLM 503, HCA 501
This course focuses on healthcare information, clinical, financial, and evidence-based systems. The course assists with formulating effective, safe, and strategic directions in the ramifications of ever-evolving electronic health record challenges associated with focus on the meaningful use of technolgy. Students are expected to research an ineffective technology business scenario and evaluate, compare and weigh vendors for selecting the best-fit technology and implementation process for an e-health application. The course introduces students to the richness of safe, secured, confidential, and effective healthcare technology implementation and application processes.

HCA 530
Healthcare Law and Compliance
Prerequisites: OLM 501, OLM 503, HCA 501
Contemporary administration requires a thorough understanding of the federal policy and regulatory development process. In this course, students analyze the history and regulatory implications of health financing legislation. This course examines the impact of emerging social, ethical, legal, and political issues on the future of the health care system. Emphasis is on the creation of innovative models of health care delivery.

HCA 540
Performance Leadership and Culture in Healthcare
Prerequisites: OLM 501, OLM 503, HCA 501
This course examines the complexity of managing staff and resources needed to deliver quality healthcare services. The course is a combination of theoretical and practical approaches for performance management. Students are expected to learn how to determine the strengths, vulnerabilities, and opportunities of healthcare services, as well as engage in leadership practices that promote a culture of employee loyalty and longevity within organizations.

HCA 550
Risk Management and Insurance in Healthcare
A grade of C or above is required in this course.
Prerequisites: OLM 501, OLM 503, HCA 501
This course provides in depth studies of quality improvement methodologies, tools, and issues related to healthcare. Students will closely examine the relationship between quality improvement programs, risk management, and principles applicable to healthcare services, designs, roles and responsibilities in the intergration of quality improvement and processes with healthcare insurance and risk management.

HCA 560
Community Health
This course provides graduate level training and experience in leading community health organizations. The course explores advanced concepts in community health and integrated leadership theories and practices.

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2022–2023 Graduate Course Schedule

15 PEIRCE COLLEGE

4/22

Healthcare Administration (HCA)

HCA 570
Epidemiology
This course provides graduate level training and experience in Epidemiology, including statistical forecasting, analysis, and communication from a leadership perspective.

HCA 575
Public Health Leadership, Advocacy, and Policy
This course provides graduate level development and experience in leadership in Public Health positions, roles, and organizations. Students will engage in an applied hands-on project in a leadership role in Public Health.

HCA 580
Healthcare Practicum
A grade of B or above is required in this course.
Prerequsites: All prior courses in MSHCA must be completed; may be taken in same term as HCA 590.
This course provides a means to test and exercise the impact of challenges faced in a complex virtural healthcare environment. Students are enabled to apply innovative healthcare practices and ideas to virtual healthcare environments with patient flow. The course will convey ideas of healthcare processes, technology, and system implementation and change enabling students to provide detatiled analytics for generating effective, safe, and quality healthcare improvement.

HCA 590
Capstone Project - Healthcare Administration
A grade of B or above is required in this course.
Prerequisites: All prior courses in MSHCA must be completed; may be taken in same terms as HCA 580.
This is the capstone course for the MSHCA degree program. Students will demonstrate comprehension of healthcare pracitices and theories with respect to leadership, research, planning and process implementation. In conjunctioin with comprehensive feedback fron graduate faculty, students will select a healthcare topic and prepare a research proposal for approval early in the course. Ultimately, students will develop and present a final project demonstrating competence in conducting and presenting healthcare research, theory, or process and technology management at the graduate-level. The final product will subsequently be submitted to the College for final approval.

HCA 599
HCA Capstone/Practicum Continuation
This is a Pass/Fail course. A grade of P is required in this course.
Prerequisite: Instructor and Dean approval
Students in this course will continue conducting research for their HCA Capstone/Practicum course.
This is a one-credit course.

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PEIRCE COLLEGE 16

2022–2023 Graduate Course Schedule

4/22

Interdisciplinary Studies (IST)

IST 590
Interdisciplinary Capstone/Practicum
A grade of B or above is required in this course.
Prerequisite: Completion of 24 graduate credits in the MS Interdisciplinary Studies program
This graduate-level practicum and capstone course provides students the opportunity to further utilize and apply acquired interdisciplinary leadership skills in an organizational setting of their choice. Students will identify an organizational setting and propose leadership strategies to build upon organizational effectiveness. Students will also demonstrate the ability to conduct graduate-level research, writing, and presentation as applicable to major concepts in the two Areas of Study as chosen by the student with Graduate Faculty Advisor approval.. Students will develop and present the results of their research, and will also complete and present an electronic portfolio demonstrating competence in the learning outcomes of the MS in Interdisciplinary Studies program.

Higher Education Leadership (OHL)

OHL 510
Theories of Adult and Non-Traditional Education
Prerequisite: A grade of B or above in OLM 501 and OLM 503
This course reviews pertinent theories in the field of non-traditional and adult education in higher education settings. Students will have the opportunity to apply theory to practice through case studies and presentations aligned with their career interests.
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OHL 520
Diversity, Inclusion, and Social Justice in Higher Education
Prerequisite: A grade of B or above in OLM 501 and OLM 503
This course reviews social justice issues and theories as applied to diverse settings in higher education. Students will have the opportunity to engage current thought as applied to practice in promoting Diversity and Inclusion in higher education.

OHL 530
Assessment, Accreditation, and Compliance in Higher Education
Prerequisite: A grade of B or above in OLM 501 and OLM 503
This course reviews the regulatory landscape of higher education, including accreditation, assessment, state legislation, and other compliance and reporting. Students will have the opportunity to apply the course to their practice in the field through the development of proposals and reports.

OHL 540
Developing Trends in Higher Education
Prerequisite: A grade of B or above in OLM 501 and OLM 503
This topical course provides an overview of new and developing trends in higher education leadership, including but not limited to online and distance education, credentialing, competency-based education, and related issues.

OHL 550
Enrollment Management
Prerequisite: A grade of B or above in OLM 501 and OLM 503
This course presents theories and best practices in the field of enrollment management, including recruitment, admissions, advising, and retention. Students will have the opportunity to apply theory to practice via case studies and simulation exercises.

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2022–2023 Graduate Course Schedule

17 PEIRCE COLLEGE

4/22

Higher Education Leadership (OHL)

OHL 560
Student Services Leadership
Prerequisite: A grade of B or above in OLM 501 and OLM 503
This course provides an overview of best practices in the leadership of student services, including student life, advising, student activities programming, career services, and financial aid. Students will have the opportunity to customize course assignments to meet their needs in the field.

OHL 570
Instructional Technology for Non-traditional Learning Environments
Prerequisite: A grade of B or above in OLM 501 and OLM 503
This course provides an overview of learning management systems and technology as applied to online, distance, and competency-based education. Students will also apply the Quality Matters (QM) rubrics in a course development simulation.

OHL 580
Online Teaching and Learning
Prerequisite: A grade of B or above in OLM 501 and OLM 503
This course provides an overview of best practices in teaching and learning for adult learners in online environments. Students will apply relevant adult learning theories in designing and delivering instruction in a simulated online learning environment.

OHL 590
Practicum/Capstone in Higher Education Leadership
Prerequisite: All prior courses in program must be completed; may be taken in same term as one other graduate course in program
This graduate-level practicum and capstone course provides students the opportunity to further utilize and apply leadership skills in a higher education setting of their choice (outside of Peirce College). Students will identify a higher education setting (outside of Peirce College) and propose leadership strategies to build upon organizational effectiveness. Students will also demonstrate the ability to conduct graduate-level research, writing, and presentation as applicable to major concepts in the field of Higher Education Leadership as aligned to their focus area of study. Students will develop and present the results of their research, and will also complete and present an electronic portfolio demonstrating competence in the learning outcomes of the MS – Higher Education Leadership program.

OHL 599
OHL Capstone/Practicum Continuation
This is a Pass/Fail course. A grade of P is required in this course.
Prerequisite: Instructor and Dean approval
Students in this course will continue conducting research for their OHL Capstone/Practicum course.
This is a one-credit course.

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PEIRCE COLLEGE 18

2022–2023 Graduate Course Schedule

4/22

Organizational Leadership & Management (OLM)

OLM 501
Foundations of Contemporary Leadership Theory & Practice
A grade of B or above is required in this course.
This course provides the foundational learning of the core concepts and theories in the field of organizational leadership. Students will explore the meta-view of organizations and the structures, human resources, and political and cultural dynamics common to all types of organizations. This meta-view will also include sub concepts of multigenerational workgroups, power and authority, the dynamics of teams, and change. The course will also provide a foundation for understanding leadership, using the theories of Kouzes and Posner as well as Daniel Goleman. Leadership styles, changing notions of leadership, followership, and emotional intelligence will be explored through both theory and case studies.

OLM 503
Applied Research Methods
A grade of B or above is required in this course.
Prerequisites: OLM 501 must be completed or concurrently enrolled.
This course is an introduction to applied research as it relates to organizational leadership. Emphasis will be placed on the analytical problem solving needed to measure and evaluate organizational improvement efforts. Students will learn how to use research as a tool for problem solving and intervention. Included are theories and types of research, analyzing the reliability and validity of published research, and applying research findings to professional practice. Students are encouraged to use a work-based project concept as the basis for their research skill development. This research proposal will serve as the foundation for the applied capstone project.

OLM 511
Systems Dynamics and Change
Prerequisites: OLM 501 and OLM 503
This course is grounded in understanding that change is constant in the 21st century, especially in organizations. Willingness to change is intricately linked to motivation. As such, leaders need to have a solid understanding of the dynamics of the change process and individual motivation in order to create effective strategies for the ongoing management of the enterprise. A critical component of managing change is the competency needed to assess large and small system effectiveness. Equally important is the impact of changing systems on the functioning of teams and the roles within teams. This course explores the theory and practice of change, organizational assessment and diagnosis, and managing effective teams through case studies and applied projects.

OLM 521
Ethical Decision Making
Prerequisites: OLM 501
This course will compare and contrast various ethical decision making theories and constructs as applied to leadership and organizational decision making. Students will use emerging research and publications to explore how one can be effective and ethical while operating in an organization. Included will be the inter-relationship between personal values, organizational systems, and culture, and how issues of control, power, rank, and privilege impact ethical decision making. Case studies and personal experience will be used to deepen learning and understanding of the challenges in ethical decision making in the 21st century.

For textbook information, please visit the Peirce College bookstore at www.ecampus.com/peirce.

2022–2023 Graduate Course Schedule

19 PEIRCE COLLEGE

4/22

Organizational Leadership & Management (OLM)

OLM 523
Transcendent Leadership
Prerequisites: OLM 501 and OLM 503
Current research demonstrates that a combination of emotional, social, and systems intelligence drives performance; in particular it travels from the leader through the organization to bottom-line results.   In order to be effective, a leader needs to develop his or her leader awareness from the inside out. The most effective leaders have evolved from a focus on self (ego) to the ability to not only be transformative, but transcendent, in their view of the greater purpose to their work. This course builds on material covered in OLM 501 and relates to the leader's self-awareness, self-management, and understanding of his or her impact on the organization through empathy and ability to effectively manage the relationship system in which they function. Students will develop their own conscious awareness of their leadership and an understanding of managing their deliberate impact on the organization. The course will be grounded in research with practical implication for the ongoing development of the leader within.

OLM 531
Leading Culturally & Generationally Diverse Populations
Prerequisites: OLM 501 and OLM 503
In an increasingly complex and fast-changing world, we cannot just rely on charismatic leaders to solve our problems. We need to cultivate leadership at all levels of any organization that can create positive relationships with the multiple generations that currently exist in the workplace and with people representing all cultures, genders, beliefs, races, ages, differently-abled, and sexual orientations. The dynamics of social factors and cultural diversity in organizations will be examined both through theory and case studies, giving students tools to be successful in a global economy. Included will be different leadership styles in different cultures and the implications of working in multinational organizations.

OLM 540
Business and Professional Communication
Prerequisites: OLM 501 and OLM 503
This course addresses the new principles of leadership communication in the Information Age. Emphasis is placed on developing competence in verbal and nonverbal communication as well as effective writing principles. Students will explore how to effectively integrate email, text messages, social media, and virtual forms of communication and emerging technologies in the professional world. Communications management including techniques for motivation, conflict resolution, mediation, and negotiation will be explored.

OLM 550
Strategic Human Resource Management
Prerequisites: OLM 501 and OLM 503
Leaders are called upon to strategically consider the level and appropriate deployment of human resource capital needed to fulfill the mission of the organization. This course reviews the latest research in the field that demonstrates how human resource management impacts organizational strategy. Students will explore concepts in human resource development, human performance systems, organizational planning, and team development. Emphasis will be placed on the emerging importance of coaching for both talent and leadership development in today's organizations.

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PEIRCE COLLEGE 20   2022–2023 Graduate Course Schedule

4/22

Organizational Leadership & Management (OLM)

OLM 560
Developing Systems Literacy
Prerequisites: OLM 501 and OLM 503
This course provides an overview of the information needs of 21st century organizations, the role information systems play in meeting those needs, and potential for information systems to be a source of competitive advantage and a driver of organizational change. Topics covered include the types of information systems and the component parts, the strategic and operational uses of information systems, the changing role of information systems in organizations, and issues in the planning, design, implementation, and management of information systems.

OLM 570
Strategic Management and Finance
Prerequisites: OLM 501 and OLM 503
In a rapidly changing world, leaders are challenged to become more strategic in both their individual leadership and in service of the enterprise. This course focuses on the strategic planning and decision making processes of organizations, including determining vision, core mission, goal development, implementation, and evaluation. Included in strategy are the financial viability, planning, and monitoring needed to ensure long term sustainability and success. Students will apply current theory, practice, and research to real world examples of organizations for which they will develop a comprehensive strategic and financial plan that addresses the needs of all stakeholders.

OLM 580
Leadership Project Management Strategy
Prerequisites: OLM 501 and OLM 503
This course provides the fundamental concepts, processes, and techniques necessary to successfully manage projects in organizations. Students will combine theory and personal experience to explore the fundamental nature of projects and the techniques involved in project management. Concepts such as the definition of a project, the nature of the project team, and the role and function of the project manager are presented. Discussion incorporates the language of projects, the context in which projects are conducted, and the key players in the project management process. Students investigate practical application of project management principles as applied to practice settings. The Project Management Body of Knowledge (PMBOK) is introduced as the basis to further explore practices, tools, and techniques for successful project management. Project integration, a coordination function of the project manager requiring effective human resource and communications management, is explored.

OLM 590
Capstone Project
A grade of B or above is required in this course.
Prerequisites: OLM 503 and completion of all required course work.
Students will be required to submit a master's project that is a comprehensive document that provides concrete evidence of the integration and practice of organizational leadership, knowledge, and skills learned as a result of taking the courses in the program. Students will build on the topic identified early in the program, and in conjunction with graduate faculty will prepare a draft proposal and final project for approval and presentation. The final product will subsequently be submitted to the College for final approval.

OLM 599
OLM Capstone/Practicum Continuation
Pass/Fail course. A grade of P is required in this course.
Prerequisite: Instructor and Dean approval
Students in this course will continue conducting research for their OLM Capstone/Practicum course.
This is a one-credit course.

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4/22

Nonprofit Leadership (ONL)

ONL 520
Development & Philanthropy
Prerequisite: A grade of B or above in OLM501 and OLM503
This graduate-level course reviews theories and practices in fundraising, foundation development, partnerships, and philanthropy leadership in nonprofit and public organizations. Students will review applicable strategy development and execution along with appropriate software applications. An overview of grant writing will also be provided. Students will complete an applied development and philanthropy project pertaining to a theoretical or actual organizational setting of their choice.

ONL 540
Nonprofit Finance and Operations
Prerequisite: A grade of B or above in OLM501 and OLM503
This graduate-level course reviews theories, practices, and technology applications relevant to financial and operations management in nonprofit and public organizations. An overview of labor relations practices related to nonprofit and public organizational financial operations will also be provided. Students will have the opportunity to apply these to the preparation of a detailed financial and operations plan in a select nonprofit organization.

ONL 560
Nonprofit Governance and Leadership
Prerequisite: A grade of B or above in OLM501 and OLM503
This graduate level course reviews leadership theory and practice pertaining to governance and leadership strategies employed in nonprofit and public organizations. Labor relations strategies will be reviewed in context, as well as the functioning of governing boards. Students will propose resolutions to hypothetical and actual governance and leadership issues on nonprofit and public organizations.

ONL 590
Practicum and Capstone in Nonprofit Leadership
A grade of B or above is required in this course.
Prerequisite: ONL 520, ONL 540, ONL 560.
Recommended: This course should be taken in the final term of enrollment.
This graduate-level practicum and capstone course provides students the opportunity to further utilize and apply nonprofit leadership skills in an organizational setting of their choice. Students will identify an organizational setting and propose leadership strategies to build upon organizational effectiveness. Students will also demonstrate the ability to conduct graduate-level research, writing, and presentation as applicable to major concepts in the field of Nonprofit Leadership, including but not limited to finance, governance, and philanthropy. Students will develop and present the results of their research, and will also complete and present an electronic portfolio demonstrating competence in the learning outcomes of the MSOLM – Nonprofit Leadership program.

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PEIRCE COLLEGE 22

2022–2023 Graduate Course Schedule

4/22

Nonprofit Leadership (ONL)

ONL 599
ONL Capstone/Practicum Continuation
This is a Pass/Fail course. A grade of P is required in this course.
Prerequisite: Instructor and Dean approval
Students in this course will continue conducting research for their ONL Capstone/Practicum course.
This is a one-credit course.

Operations Management (OPM)

OPM 520
Supply Chain Management & Logistics
Prerequisite: A grade of B or above in OLM501 and OLM503
Recommended: An undergraduate or graduate course in Management.
This graduate-level course reviews theories and practices in Supply Chain Management and Logistics as applied to both service and manufacturing industries. Students will review applicable budgeting, material, logistics, shipping, delivery, and quality control models and will complete an applied project pertaining to a theoretical or actual organizational setting of their choice.

OPM 540
Data Analytics
Prerequisite: A grade of B or above in OLM501 and OLM503
Recommended: An undergraduate or graduate course in Statistics and working knowledge of MS Excel
This graduate-level course reviews theories, practices, and technology applications relevant to Data Analysis in a variety of industries. Analytical and forecasting models and applications will be reviewed, and students will have the opportunity to apply these to the analysis of a data set to produce strategic recommendations in a leadership capacity.

OPM 560
Information Technology Leadership
Recommended: An undergraduate course in Information Technology
This graduate-level course reviews leadership theory and practice pertaining to Information Technology with a focus on Operations necessary for organizational success. Software applications utilized in the leadership of organizational technology efforts will be reviewed in context, and students will propose the utilization of applications to solve identified organizational problems and opportunities.

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2022–2023 Graduate Course Schedule

23 PEIRCE COLLEGE

4/22

Operations Management (OPM)

OPM 580
Operations Management Practicum
A grade of "B" or higher is required in this course.
Prerequisite: Completion of all OPM courses with the exception of OPM 590. This course may be taken in conjunction with OPM 590.
This graduate level practicum course provides students the opportunity to further utilize and apply operations management leadership skills in an organizational setting of their choice. Students will identify an organizational setting and propose operations management strategies to build upon organizational effectiveness. A grade of "B" or higher is required in this course.
Recommended: This course should be taken after the completion of at least 24 credits in the MSOLM – Operations Management program.

OPM 590
Practicum and Capstone in Operations Management
A grade of B or above is required in this course.
Prerequisite: OPM 520, OPM 540, and OPM 560
Recommended: This course should be taken in the final term of enrollment.
This graduate-level practicum and capstone course provides students the opportunity to further utilize and apply operations management leadership skills in an organizational setting of their choice. Students will identify an organizational setting and propose operations management strategies to build upon organizational effectiveness. Students will also demonstrate the ability to conduct graduate-level research, writing, and presentation as applicable to major concepts in the field of Operations Management, including but not limited to Supply Chain Management, Logistics, Data Analytics, and/or Information Technology Management. Students will develop and present the results of their research, and will also complete and present an electronic portfolio demonstrating competence in the learning outcomes of the MSOLM – Operations Management program

OPM 599
OPM Capstone/Practicum Continuation
This is a Pass/Fail course. A grade of P is required in this course.
Prerequisite: Instructor and Dean approval
Students in this course will continue conducting research for their OPM Capstone/Practicum course.
This is a one-credit course.

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PEIRCE COLLEGE   24   2022–2023 Graduate Course Schedule

4/22

PEIRCE
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SINCE 1865