

UNDERGRADUATE COURSE DESCRIPTIONS

Accounting (ACC)

ACC 101

Accounting Principles

A grade of C or above is required in this course.

Prerequisite: Completion of a college-level math course with a grade of C or above

This introductory course includes the theory and application of major accounting principles and procedures. The following topics and problems will be studied and practiced: journalizing, financial statements, adjusting and closing entries, and systems and controls.

ACC 105

Fundamentals of Accounting

Prerequisite: Completion of a college-level math course with a grade of C or above

This course provides non-financial managers with an overview of accounting essentials and the skills and competencies they need to make informed and sound decisions based on hard financial data. Topics include: understanding financial information, analysis of financial statements, and decision making for improved profitability.

ACC 201

Financial Accounting

A grade of C or above is required in this course.

Prerequisite: ACC 101

This course builds on the basic skills that were developed in ACC 101. Topics include: analysis of the balance sheet, cash, inventories, investments, tangible fixed assets, liabilities, intangible assets and miscellaneous topics. Material covered includes the utilization and interpretation of accounting principles, a detailed study of deferrals and accruals, plant and intangible assets, partnership and corporate forms of ownership, stocks and bonds, and their effect on business decisions, and financial statement analysis.

ACC 203

Intermediate Accounting I

A grade of C or above is required in this course.

Prerequisite: ACC 201

This course is a continuation of Financial Accounting. It begins with a review of fundamental accounting principles, and then moves on to an intensive study of financial statements, including the income statement, statement of cash flow and balance sheet and their interrelationship.

ACC 204

Intermediate Accounting II

A grade of C or above is required in this course.

Prerequisite: ACC 203

This course is a continuation of Intermediate Accounting I. It continues by providing a more in-depth analysis of a company's balance sheet with the study of fixed assets, liabilities, investments in debt, and equity securities.

ACC 222

Managerial Accounting

A grade of C or above is required in this course.

Prerequisite: ACC 201

The course covers managerial accounting and how it is used by managers within organizations, to provide them with the basis to make informed operational business decisions. Topics emphasized are pro forma financial statements, budgets, cash flow analysis, forecasting, direct costing, break-even analysis, and capital expenditures.

UNDERGRADUATE COURSE DESCRIPTIONS

Accounting (ACC)

ACC 301

Auditing

A grade of C or above is required in this course.

Prerequisite: ACC 204

This course covers the principles of auditing and other assurance services. It covers professional standards, professional ethics, audit evidence, audit planning, audit risk, audit reports, Sarbanes-Oxley Act, internal control, and the role of the Securities and Exchange Commission.

ACC 303

Cost Accounting

Prerequisite: ACC 204

This course covers the principles of cost concepts, cost behavior, and cost accounting techniques in manufacturing and service businesses, as well as how to determine the cost of products and services to set selling prices, bid on contracts, and analyze the relative profitability of various products and services. This course will help students understand how to use the accounting system as an effective information tool for management.

ACC 325

Taxation

A grade of C or above is required in this course.

Prerequisite: ACC 204

This course covers the Internal Revenue Code for corporate, individual, and partnership taxation. Topics include tax compliance, tax policy, financial planning, taxable income, allowable deductions, and filing requirements.

ACC 401

Advanced Accounting

Prerequisite: ACC 204

Students will study corporate and multinational consolidations in accounting, as well as international accounting standards, foreign currency transactions, interim reporting, and the Securities and Exchange Commission.

ACC 410

Government & Non-Profit Accounting

Prerequisites: ACC 204

This course examines the theories and practices of accounting for government and nonprofit entities. There will be an exploration of how accounting standards are met by utilizing the information and reporting requirements under the Generally Accepted Accounting Principles (GAAP). Students will have the opportunity to complete the form 990.

ACC 425

Special Topics in Accounting

A grade of C or above is required in this course.

Prerequisites: ACC 222, ACC 301, ACC 303, ACC 325, and FIN 401

Students will research special topics that will change based on current events and issues in the field of accounting. The topics are intended to prepare the student for the workplace and graduate school. Due to their ongoing importance in business, cases in professional ethics and issues in international accounting will receive special attention.

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

UNDERGRADUATE COURSE DESCRIPTIONS

Accounting (ACC)

ACC 450

Accounting Capstone

All 300 and 400-level Accounting and Finance courses must be completed.

A grade of C or above is required in this course.

The capstone course is a senior level course designed to allow the student to review, analyze, and integrate the work the student has completed toward a degree in accounting. The students will examine a number of real-world cases that relate to auditing and accounting issues. Students will prepare an approved academic project or paper that demonstrates mastery of the accounting program and that assesses the stated outcomes of their degree requirements. A standardized test will be administered to measure academic achievement across the curriculum. Students must be proficient in Microsoft Word and Microsoft Excel.

*Writing Enhanced Course

Business Information Systems (BIS)

BIS 111

Application Software Fundamentals

Become familiar with software applications used in the workplace, and have hands-on practice with the fundamental aspects of these applications. This course will cover the essential concepts of Microsoft Word, Excel, and PowerPoint. Students will learn the practical application of these programs in business contexts and learn to make effective decisions when selecting where and how to use these applications. This course will also prepare students for learning intermediate concepts in these software packages.

BIS 112

Programming Concepts

Prerequisite: MAT 101

The course will provide an introduction to computer programming using Python as the programming language. Topics include program structure and design, IPO, control flow (decisions and repetition), modularization (functions), files and exceptions, and documentation. Students will learn how to take a business problem, analyze and represent its requirements, and apply good design practices to solve it.

BIS 201

HTML and the World Wide Web

Experience a hands-on introduction to both fixed and responsive website design and implementation.

Students will learn HTML5 & CSS markup, basic website administration, and key web design principles to enable them to use the web to communicate information effectively.

BIS 222

Applications of Professional Office Practices

Prerequisite: BIS 111

This course provides students with fundamental principles and practices for office administration. Students will develop essential skills necessary for effective office oversight, including file management, scheduling, and communication within a professional environment. Students will be introduced to workflow optimization, progress tracking, and team coordination.

UNDERGRADUATE COURSE DESCRIPTIONS

Business Information Systems (BIS)

BIS 235

Database Management Systems

Prerequisite: BIS111

This course introduces fundamental relational database design and practical database system use. Topics include database design techniques using the entity-relationship approach, the relational model, commercial query languages such as SQL, and normalization techniques. This course provides hands-on exercises for applying these techniques to real-world problems.

BIS 323

Computer Programming II

Prerequisite: BIS 112 with a C or above

This course builds on the introduction to computer programming provided in BIS 112. Topics include program structure and design, data structures, files and exceptions, control flow, modularization, object-oriented programming and documentation. Students will learn how to take a problem, analyze and represent its requirements, and apply good design practices to solve it. This course is currently taught in the Python programming language.

BIS 324

Computer Programming III

A grade of C or above is needed for students planning/required to take BIS 325.

Prerequisite: BIS 323

Students apply various testing means to Python programs. Students write unit and acceptance tests using Nose, PyTests, Behave, PyLint and Coverage. As part of their study, they will learn about Test Driven Development (TDD) and Behavior Driven Development (BDD). Using the Command Prompt, creating Object-Oriented Design, using UML, applying multiple inheritance, and using polymorphism are also included.

BIS 325

Application Development

Prerequisite: BIS 324 with a grade of C or above

Students will learn to program application development solutions using the C# programming language and techniques that require decision making, iteration, multiple forms, common dialogs, functions, and arrays. Program design, graphical user interfaces, variables, constants, data types, and expressions are covered. Debugging and creating executable files are also included.

BIS 330

JavaScript Programming

Prerequisites: BIS 201 & BIS 325

Expand on the knowledge gained in BIS 201 and BIS 325 by further investigating the development of web pages using the JavaScript programming language. Using JavaScript, web pages can become dynamic, and the user is provided interactivity. Some of the topics explored include how to create countdowns, rollovers, slide shows, form validations, and cookies using external JavaScript files. An introduction to AJAX and jQuery is included.

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

UNDERGRADUATE COURSE DESCRIPTIONS

Business Information Systems (BIS)

BIS 345

Advanced Application Development

Prerequisites: BIS 201, BIS 235, and a grade of C or above in BIS 325

Students will use C#, SQL, and ADO.NET to create database applications using Visual Studio. This course builds upon the techniques acquired in previous application development courses. Students will work with text files, binary files, and XML files. They will use LINQ to query databases, and they will use the Entity Framework to map objects of an application to database.

BIS 402

System Analysis and Design

Prerequisite: MIS 302

Discover the principles, practices, and tools of modern systems analysis and design. Established and evolving methodologies for the development of business-related computer information systems are presented. Students are exposed to the full software development lifecycle, with an emphasis on requirements analysis and the creation and representation of design specifications. The roles of systems analysts, computer programmers, and end users in the development, installation, and maintenance of an information system are investigated.

BIS 403

Applied Systems Design

Prerequisite: BIS 402

Use the systems development skills learned in BIS 402 and apply them to a business problem. Working in teams, students analyze a business problem and design a systems-based solution. Teams make presentations highlighting their proposed designs and deliver a final system analysis report to the management of a hypothetical client.

BIS 415

IT Capstone in Programming and Desktop Applications

A grade of C or above is required in this course.

Prerequisite: All IT classes required for the bachelor's degree must be completed or concurrently enrolled.

The capstone serves as a final assessment of the program outcomes for the Programming & Application Development and Desktop Applications for Business concentrations. The capstone project provides students the opportunity to assimilate and apply the knowledge and skills they have acquired throughout their degree program. Students are encouraged to choose capstone topics that will benefit both themselves and their current or prospective employers.

Business (BUS)

BUS 100

Introduction to Business

Prerequisite: ENG 103 or concurrently enrolled

Apply an interdisciplinary approach to study the role of the American business system in a global, political, and economic perspective. Topics include the historical development of the American business system; comparison of economic philosophies; functions of management, marketing, finance, and organizational structure; governments' intervention in business activity; the international business environment; and social responsibility.

UNDERGRADUATE COURSE DESCRIPTIONS

Business (BUS)

BUS 135

Introduction to the Cannabis Industry

This course is designed to provide an introduction to the rapidly evolving and dynamic cannabis industry. Students will explore the historical, initial legal, and cultural contexts of cannabis. Topics are intended to provide a business foundation and essential elements specific to the industry.

BUS 140

Applications of Professional Office Practices

This course provides students with fundamental principles and practices for office administration. Students will develop essential skills necessary for effective office oversight, including file management, scheduling, and communication within a professional environment. Students will be introduced to work flow optimization, progress tracking, and team coordination.

BUS 250

Associate Business Capstone Course

A grade of C or above is required in this course.

Prerequisites: BUS 100, ACC 201, ECO 101, ECO 102, and MKT 101

This associate level capstone course in business will examine management theory and functions, leadership, decision making, organizations as systems, and organizational structure and design. Theory will be applied to current management problems and issues through case studies. As a requirement for this course, students will take a standardized test to measure their academic achievement in the business curriculum.

*Writing Enhanced Course

BUS 301

Global Dimensions

A grade of C or above is required in this courses.

Prerequisite: BUS 100

This course examines the economic, cultural, and political dimensions of the global world by evaluating the critical global issues that affect the economy and businesses on a global scale. A series of global case studies will be used throughout this course.

BUS 310

Concepts in e-Commerce

Prerequisites: BUS 100 and ENG 103

This course employs real-world cases to explore the electronic commerce aspects of Internet-based business. Topics include online business strategies, payment systems, e-Marketing, e-Fulfillment, security, ethics, and legal issues of electronic business. Making extensive use of the Internet to link concepts in the course to real-life contexts, students will research contemporary issues in e-Commerce.

BUS 330

Global Business Ethics

Prerequisites: HUM 102

This course will examine international business ethics in the context of morality, values, cultural influences, legal aspects, and organizational factors. Theoretical approaches in ethics will be explored using an ethical decision-making framework to analyze problems and apply ethical codes in an international business environment. International management dilemmas will be evaluated through case study and research paper assignments.

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

UNDERGRADUATE COURSE DESCRIPTIONS

Business (BUS)

BUS 440

Applied Business Research

A grade of C or above is required in this course.

Prerequisites: MAT 109 and MGT 310

This course is designed to assist students with integrating research skills and professional business practices by providing an opportunity to apply current research to a business program. The purpose of business research is to assist managers in making more informed and responsible decisions. Therefore, students will be given the opportunity to sharpen critical thinking processes by studying and applying quantitative and qualitative methods to problem solving.

BUS 450

Policy and Strategy Formulation

A grade of C or above is required in this course.

Prerequisites: FIN 401, and MGT 404; BUS450 and MGT404 should not be taken concurrently

This capstone course will integrate business knowledge and concepts for the purpose of policy making and strategy formulation. Students will develop a total organization approach to problem solving through case studies. As a requirement for this course, students will take a standardized test to measure their academic achievement in the business curriculum.

*Writing Enhanced Course

Criminal Justice Studies (CJS)

CJS 101

Introduction to Criminal Justice

A grade of C or above is required in this course.

This course introduces students to the criminal justice system and its three main components: law enforcement, the courts, and corrections. It reviews what constitutes a criminal offense, how crime is measured, and theories of crime causation. This course also looks at issues and challenges facing today's criminal justice system and examines possible future directions.

CJS 104

Criminal Court System

A grade of C or above is required in this course.

Prerequisite: ENG 101

This course provides students with an overview of the criminal justice system and its processes. It examines the law, the structure of the American Court Systems, the function/roles of the courtroom work group, the pre-trial and trial processes, and sentencing.

*Writing Enhanced Course

UNDERGRADUATE COURSE DESCRIPTIONS

Criminal Justice Studies (CJS)

CJS 201

Introduction to Criminal Justice Research Methods

A grade of C or above is required in this course.

Prerequisites: All 100-level CJS courses.

This research-based course introduces the basic principles and issues imperative to understanding the application of the scientific method to research in the criminal justice field. This course exposes students to the various types of criminal justice data such as the Uniform Crime Report, victimization surveys, court & prison statistics, evaluation studies, and agency reports. This course requires students to apply their knowledge of statistics to gain a deeper understanding of its application to social science research methodology. The student will become well-versed in computer based analyses of criminal justice data while examining the relationship between theory, hypotheses, and empirical research and differentiating between qualitative and quantitative methods.

*Writing Enhanced Course

CJS 204

Criminal Law

Prerequisites: All CJS 100-level courses

This course provides students with an historical understanding of criminal law, theories of criminal liability, an overview of general legal principles, including various crimes and possible defenses to a criminal charge, and an awareness of the fundamental nature of law.

CJS 207

Ethics in Criminal Justice

Prerequisites: All CJS 100-level courses

This course provides students with an opportunity to explore one of the most important issues in Criminal Justice: ethics. Through an in-depth exploration of practical ethical considerations for those who work in the criminal justice system and illustrations and application of ethical decision-making tools, students will gain a deeper understanding of the importance of professional integrity and leadership skills.

CJS 210

Law Enforcement & Police in Society

Prerequisite: All CJS 100-level courses

This course gives students an overview of the police and their mission. It examines the evolution of policing as well as methods, issues, and challenges to present-day policing. The course also looks at technology in the service of law enforcement and explores the future of policing.

CJS 213

The Correctional System

Prerequisites: All CJS 100-level courses

This course provides an overview of the field of corrections. Topics covered are: prisons and jails, correctional policies, agencies, prison life, and challenges facing corrections.

CJS 221

Intro to Public & Private Security

Prerequisite: All CJS 100-level courses

This course provides an overview of the field of security operations and management. The history, threats to, and legal aspects of security are included, as well as global considerations. In addition, coverage of budgeting; planning; career opportunities and future trends. With a focus on career preparation this course introduces students to the most popular security sectors.

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

UNDERGRADUATE COURSE DESCRIPTIONS

Criminal Justice Studies (CJS)

CJS 224

Juvenile Justice

Prerequisites: All CJS 100-level courses

This course gives students an overview of American juvenile justice in terms of both system and practice. It examines the juvenile offender, causes of juvenile crime, the juvenile court system, and juveniles in the adult court system. This course also looks at institutionalization, rehabilitation, the treatment of juveniles, and the future of juvenile justice in America.

CJS 225

Criminology

Prerequisite: All CJS 100-level courses

This course introduces students to the study of crime and criminal behavior, as well as to theories of crime causation. It reviews different types of crime and examines crime control policy.

CJS 230

Criminal Justice Capstone I

Prerequisites: CJS 201, CJS 204, and CJS 207

This course combines the knowledge gained within the criminal justice curriculum and prepares students for upper-division courses in the discipline or for entry-level career positions in the criminal justice system. The student will develop and prepare a research project that will result in an end of class presentation.

CJS 304

Advanced Criminal Law and Procedure

Prerequisites: CJS 204

This course will build upon the knowledge and skills acquired in CJS 204: Criminal Law. Students will explore criminal pre-trial, trial, and post-trial procedures, as well as examine the U.S. Constitution and leading case law that impacts the rights of the accused.

CJS 310

Victims and Victimization

Prerequisites: All CJS 100-level courses

This course examines the causes of victimization and looks at theories associated with violent victimization. It analyzes the offender-victim relationship and presents ideas on preventing violence and responding to victimization.

CJS 317

Criminal Investigation

Prerequisites: All CJS 100 level courses

This course focuses on criminal investigation by examining the processes involved in identifying and arresting criminal suspects, identifying the types of crimes and offenses, and in preparing for court.

UNDERGRADUATE COURSE DESCRIPTIONS

Criminal Justice Studies (CJS)

CJS 318

Homeland Security

Prerequisites: All CJS 100-level courses

This course addresses the functions of homeland security, critical infrastructure, and asset protection as they relate to government, industry, and the community. The key functions of threat prevention, crisis response, and operations recovery are addressed from a variety of perspectives given that homeland security is a responsibility that is shared by government agencies, the private sector, and individuals, encompassing a broad spectrum of professional career positions throughout our society. This course provides an overview of the elements involved in the homeland security function, as well as the challenges critical infrastructure managers in government and industry can/will face while maintaining mission operations and staff accountability in the midst of multiple overlapping roles and responsibilities.

CJS 322

Probation & Parole

Prerequisites: All CJS 100-level courses

This course focuses on adult and juvenile probation, parole, and related institutions. An historical review of trends in probation and parole such as the community-based programs in work release, half-way house contract program planning, therapeutic community, and treatment team concepts in probation and parole are examined. Modern trends, such as the justice model, determinate sentencing, restorative justice, “broken windows” supervision, and intensive supervision in the adult and juvenile system are also examined.

CJS 401

Advanced Research Methods for CJS

Prerequisites: CJS 201

Students will build upon the introductory research methods concepts that they learned in CJS201: Introduction to Criminal Justice Research Methods. In this advanced course, students will examine theoretical perspectives that form the foundation of research methodologies. CJS401 includes a deep look at quantitative statistical analysis, as well as an in-depth look at qualitative research skills. While CJS201 introduced basic concepts, CJS401 asks students to apply knowledge to the development of a research proposal presented during classroom activities.

CJS 411

Report Writing for CJS Majors

Prerequisites: All CJS 100-level courses

This course integrates technical writing skills and discipline specific report writing elements. With its emphasis on writing that covers ethics, investigative reporting, and interpersonal skills, this course demonstrates not only what information should go into reports, but also how to write this information well. This course is designed to enhance the knowledge of students by providing exposure to key elements of effective report writing communication methods and awareness. This course creates baseline awareness and actions to produce complete, concise, clear, correct, courteous, and legible reports. To augment report writing strategies, engaging dialogue within the classroom will be initiated on seamless best practices in compliance with sample department guidelines and procedures.

CJS 424

Computer Crimes

Prerequisites: All CJS 100-level courses

This course examines all aspects of cybercrime—from emerging global crimes of the Internet, to criminological perspectives on cybercrime, to investigating and prosecuting cybercrimes. It provides an overview of emerging global crimes, challenges faced by law enforcement, and the underlying reasons for the rise in such activities. Students will focus on the role of the cybercriminal, the victim, and the cybercriminal’s impact on the criminal justice system.

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

UNDERGRADUATE COURSE DESCRIPTIONS

Criminal Justice Studies (CJS)

CJS 440

Criminal Justice Capstone II

Prerequisites: All required CJS courses

A grade of C or above is required in this course.

Students will build upon concepts addressed in CJS 230: Criminal Justice Capstone I, and the entire CJS Curriculum bringing together all of the essential elements of the criminal justice system. This course is designed to develop leadership skills and to discuss and explore economic, social, cultural, and political trends in the Criminal Justice profession. Students will apply the information acquired in the core curriculum to engage in simulations involving various issues that arise in this field. Simulations focus on the roles of the parties involved in the day-to-day functioning of the criminal justice system, as well as the ethical issues faced by each party. As part of the simulation process, students will also focus on proposed resolutions. Writing assignments will be integrated into the simulations. These assignments are designed to enhance students' understanding of the issues and proposed resolutions presented during classroom activities.

*Writing Enhanced Course

Communications (COM)

COM 112

Effective Speech Communication

This course provides study and practice in oral communication, written speech construction, rhetorical devices, and presentational skills. Organization and development of ideas, diction, clarity of expression, and the interaction of verbal and non-verbal behavior are all emphasized. Students taking this course online will need access to a webcam and a microphone.

COM 202

Intercultural Communication

Prerequisite: C or above in ENG 101

This course examines the concept of valuing differences by developing skills in understanding and working with persons from backgrounds different from the student's own, including differences in work ethic, ethnicity, gender, age, socioeconomic status, education, and sexual orientation. Through class assignments, this course also requires students to apply, in their day-to-day activities, the intercultural communication skills that they have acquired during the class.

COM 312

Practical Reasoning

Prerequisites: BIS 111, ENG 103, COM 112, MAT 101, and HUM 102

This course is an introduction to the basic principles of informal logic, practical reasoning and argumentation. The course will build the core set of skills required to identify faulty reasoning, analyze arguments, and construct valid arguments.

UNDERGRADUATE COURSE DESCRIPTIONS

Economics (ECO)

ECO 101

Macroeconomics

Macroeconomics is a principles course that focuses on the aggregate economic variables of employment, output, and prices. The course serves as both an introduction to economics and as a survey of basic models of macroeconomic analysis. Topics include an investigation of the nature, scope, and methodology of economics; elementary models of supply, demand and comparative statics; national income accounting; the business cycle, employment, and price level determination; fiscal policy; and money and banking and monetary policy.

ECO 102

Microeconomics

Microeconomics is a principles course that focuses on the behavior of households and firms as economic agents. Topics include a review of the basics, including the nature of the economics discipline, elementary models of supply and demand and comparative statics; an extension of supply and demand analysis through own-price elasticity with applications; the theory of the firm under perfect competition and pure monopoly; resource pricing and input decisions, and the microeconomic aspects of international trade.

ECO 340

International Economics

Prerequisites: ECO 101 and ECO 102 with a grade of C or above. MAT 102 and MAT 109 are recommended. International Economics presents an in depth study of international trade. Students will analyze why nations trade and invest, the gains from trade and investment, and the magnitude of these activities. Topics include trade restrictions, the costs of protection, foreign exchange markets, and the balance of payments.

ECO 350

Managerial Economics

Prerequisites: ECO 101 and ECO 102 with a grade of C or above. MAT 102 and MAT 109 are recommended. Managerial Economics applies microeconomic theory to practical business applications, focusing on pricing, production, and resource allocation issues useful in decision-making. Topics include demand, the theory of the firm, production and costs, pricing decisions, demand estimation, game theory, and the theory of risk.

English (ENG)

ENG 101

English Composition

A grade of C or above is required in this course.

Students will develop clear and logical expository writing skills with emphasis on planning, structuring, developing, and revising essays. Readings, writing assignments, and discussions provide students with a basis for writing about themselves and their world. This course is required of all students.

ENG 103

Rhetoric and Research

A grade of C or above is required in this course.

Prerequisites: A grade of C or above in ENG 101

This course focuses on the shift from introductory modes of writing explored in English 101 to higher order, objective, academic writing used in various disciplines and professions. Emphasis is placed on critical reading, thinking, writing, and research. This course also introduces the research process and APA format as the basis for future collegiate coursework. This course is required for all degree programs.

*Writing Enhanced Course

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UNDERGRADUATE COURSE DESCRIPTIONS

Entrepreneurship/Small Business Management (ENT)

ENT 200

Introduction to Entrepreneurship/Small Business Management

Prerequisite: BUS 100

Students explore entrepreneurial processes and outcomes in this introductory course. Opportunity identification through analysis of industry niches will be reviewed. Students will develop the skills needed in order to turn a business opportunity into reality. Business plans, launch decisions, and obtaining risk capital will be studied.

ENT 225

Accounting, Finance, and Tax for Smaller Businesses

Prerequisite: ACC 105 and ENT 200

Accounting systems, financial plans, and budgets for small businesses are some of the material covered in this course. Financing sources for start-up and growing businesses are examined. Income tax considerations in choosing a type of business organization are discussed.

ENT 250

Essentials of Small Business

Prerequisite: ENG 101

This course focuses on the essential concepts of entrepreneurship and small business ownership. Students will explore the steps to getting started, small business marketing, and strategies for success.

ENT 280

Entrepreneurial Marketing

Prerequisite: MKT 101 and ENT 200

Focus is placed on marketing concepts as applied in the real world by entrepreneurs. Entrepreneurial marketing topics are presented, including customer segmentation, product/service development, marketing promotion, and distribution channel development.

ENT 401

Entrepreneurial Strategies and Tactics

Prerequisites: ENT 225 and ENT 280

Students will consider the various types of entrepreneurial entry strategies, factors influencing the selection of an appropriate strategy, and the translation of that strategy into effective tactics.

ENT 425

Special Topics - Entrepreneurship/Small Business Management

A grade of C or above is required in this course.

Prerequisites: ENT 200, ENT 225 and ENT 280

This course will cover special topics that will change based on current events and issues of importance to the entrepreneur or small business manager. The topics are intended to prepare the student for a leadership role in operating a successful small business. Due to their ongoing importance in business, cases in professional ethics and issues in international management will receive special attention.

UNDERGRADUATE COURSE DESCRIPTIONS

Finance (FIN)

FIN 100

Introduction to Personal Finance

This course prepares students to become informed consumers of financial information and provides the skills and knowledge needed to effectively manage personal spending and make appropriate financial decisions. Topics presented include the following: the proper use of credit, funding education, insurance and risk management, budgeting skills, savings and checking account management, and the protection of assets and future income.

FIN 105

Fundamentals of Finance

Prerequisite: ACC 105

This course will provide students with a solid foundation in the principles of finance as they apply in the real world. Students will develop an understanding of business financial operations, financial performance measures, financial decisions and their impact upon performance, budget creation and management, and the use of finance skills to drive a business forward.

FIN 201

Introduction to Finance

A grade of C or above is required in this course.

Prerequisite: ACC 201

This course covers the major concepts and techniques of financial management. The following topics will be emphasized: the time value of money, capital budgeting, financial statement analysis, financial forecasting, short-term financial management, and the role of financial management in the corporation.

FIN 204

Financial Operations (Coursera)

When an investor is faced with a portfolio choice problem, the number of possible assets and the various combinations and proportions in which each can be held can seem overwhelming. Learners will explore the basic principles underlying optimal portfolio construction, diversification, and risk management. Additionally, Learners will examine portfolio performance measures and best practices for portfolio performance evaluation. This course is taken through Coursera and applied as transfer credit, see advisor for details.

FIN 401

Financial Analysis

A grade of C or above is required in this course.

Prerequisite: FIN 201

This course helps students develop the skills they will need for making financial information management decisions in the context of planning and controlling the business enterprise. This course will emphasize the development of decision-making criteria in dealing with topics such as financial planning, capital budgeting, financing international trade, working capital, risk assessment, interest rates, debt and equity management.

Healthcare Administration (HCA)

HCA 101

Introduction to Healthcare

A grade of C or above

Prerequisite: ENG 101, BIS 111, and COM 112

This course introduces the discipline of healthcare administration and the essential communication and relationship, management, leadership, professionalism, and business skills consistent with the roles held by today's healthcare leaders.

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

UNDERGRADUATE COURSE DESCRIPTIONS

Healthcare Administration (HCA)

HCA 210

Healthcare Delivery in the US

A grade of C or above is required in this course.

Prerequisites: HCA 101 and ENG 103. Prerequisites for PHA majors: PHA 101 and ENG 103

This course introduces and describes the healthcare delivery system and the resources that comprise it. Topics include the theoretical basis for the system, its history, and development, as well as its overall planning, organization, management, evaluation, quality, professions, and its major health policy issues.

*Writing Enhanced Course

HCA 220

Cultural Competency for Healthcare Professionals

Prerequisites: ENG 103

A grade of C or above is required in this course.

This course explores cultural competence and the set of behaviors, knowledge, attitudes, and policies that enable professionals to perform effectively and ethically in cross-cultural situations. Topics include health disparities based on race, ethnicity, class, gender, sexual orientation, immigrant status, religion, and other social and cultural markers, making it critically necessary for healthcare professionals to be equipped to address the needs of a diverse population.

HCA 240

Healthcare Law and Ethics

Prerequisites: ENG 103 and HCA 210

This course introduces the student to the U.S. legal system and provides an overview of the laws and regulations applicable to healthcare. Special emphasis is placed on contemporary healthcare situations and ethical dilemmas.

HCA 320

Public and Community Health

Prerequisites: HCA 210 and HCA 220

This course introduces the field of public health and epidemiology and emphasizes the socio-cultural factors associated with the distribution and etiology of health and disease. Topics include epidemiologic concepts and principles in the practice of managing the health of populations and communities, determining ways in which health providers, community leaders, and community residents view health problems, and using objective data as a means to develop health intervention strategies.

HCA 335

Healthcare Marketing

Prerequisites: All required 100 and 200-level.

This course examines the basic marketing principles and applies them to the healthcare field. Topics include the various healthcare delivery models as changers of healthcare marketing, the diversity of the health care consumer's definition of care, and the distinction between individual patients versus corporate America as a customer.

HCA 340

Financing Healthcare

Prerequisites: All required 100 and 200-level HCA and HIT courses must be completed.

This course explores the economic influences and underpinnings of the healthcare delivery system. Topics include an examination of the current system of financing healthcare and the factors affecting it, budgetary concepts, and financial management.

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

UNDERGRADUATE COURSE DESCRIPTIONS

Healthcare Administration (HCA)

HCA 360

Healthcare Marketing

Prerequisites: All required 100 and 200-level HCA and HIT courses must be completed.

This course examines the basic marketing principles and applies them to the healthcare field. Topics include the various healthcare delivery models as changers of healthcare marketing, the diversity of the health care consumer's definition of care, and the distinction between individual patients versus corporate America as a customer.

HCA 445

Healthcare Economics

Prerequisites: All required 100 and 200-level

This course explores the economic influences and underpinnings of the healthcare delivery system. Topics include an examination of the current system of financing health care and the factors affecting it, budgetary concepts, and financial management.

HCA 460

Health Policy

Prerequisites: All required 100 and 200-level HCA and HIT courses must be completed.

This course examines the process of healthcare policy development at the federal and state levels, the role of constituencies in policy formation, and the role of politics in healthcare.

HCA 480

Healthcare Administration Capstone

A grade of C or above is required in this course.

Prerequisite: HIA 340

This course is designed as the culminating experience in the healthcare administration program. Its focus is on the evaluation, integration, and synthesis of the knowledge, skills, and competencies of general education and healthcare administration courses.

Health Information Administration (HIA)

HIA 310

Advanced Quality Management and Performance Improvement in Healthcare

A grade of C or above is required in this course.

Prerequisites: All required 100 & 200 level HCA/HIT courses must be complete

This course focuses on the management of quality and performance improvement processes in healthcare. Topics covered include benchmarking, utilization and resource management, risk management, case management, and critical paths. Special emphasis is placed upon the measurement of outcomes and analysis of clinical data to identify trends that demonstrate quality, safety, and effectiveness of healthcare.

*Writing Enhanced Course

UNDERGRADUATE COURSE DESCRIPTIONS

Health Information Administration (HIA)

HIA 320

HIPAA For The Healthcare Manager

A grade of C or above is required in this course.

Prerequisites: All required 100 & 200 level HCA/HIT courses must be completed.

This course examines HIPAA and privacy policies and procedures for the access, use, protection, and disclosure of information associated with treatment, payment, or healthcare operations. Topics include Protected Health Information (PHI), determining patient verification and identity management, E-discovery, business associate agreements, breach management, and mandatory reporting. Other topics include evaluating internal and external security threats & vulnerabilities to include cyber-attacks, phishing, ransomware, malware, disasters, medical identity theft, and inappropriate access.

HIA 340

Health and Human Services Research Methods

A grade of C or above is required in this course.

Prerequisites for HCA and HIA majors: All required 100 and 200-level HCA and HIT courses must be completed. Prerequisites for HSL majors: MAT 109, HSL 210. Prerequisites for PHA majors: HCA 210 and MAT 109.

This course builds upon the essentials of healthcare statistics by focusing on research methodologies, data acquisition, and the application of research ethics. Emphasis on literature review and evaluation, study design and approach, and data collection and analysis.

*Writing Enhanced Course

HIA 350

Electronic Health Records

A grade of C or above is required in this course.

Prerequisites: All required 100 & 200 level HCA & HIT courses must be completed.

This course focuses on the use of electronic health records and information governance as an organization-wide framework for managing information. Topics include forms and EHR screen design and control, the evaluation of policy initiatives that influence data integrity, integration, interfaces, data quality, data reliability, data interchange standards, and health information exchange and interoperability. Emphasis on the use of secondary data sources and educational tools and programs related to access to patient portals, personal health records, patient safety, and the use of mobile applications.

HIA 370

HIM Compliance

A grade of C or above is required in this course.

Prerequisites: All required 100 & 200 level HCA & HIT courses must be completed.

This course examines the elements of a compliance program including associated policies and procedures, training and education, and auditing and monitoring. Compliance principles for healthcare settings including hospital outpatient services, physician practices, long-term care facilities, inpatient rehabilitation, home health, long term acute care, and behavioral health are closely examined. Examples of audit tools including ambulatory coding review worksheets, audit summary sheets, and coding and DRG validation forms are discussed.

UNDERGRADUATE COURSE DESCRIPTIONS

Health Information Administration (HIA)

HIA 380

Strategic Planning and Organizational Development in Healthcare

A grade of C or above is required for this course.

Prerequisites: All required 100 & 200 level HCA/HIT courses must be completed

This course focuses on the application of general principles of management in the administration of health information services. Topics covered include organizational assessment and benchmarking, critical thinking, emotional intelligence, project and change management, consensus building, negotiation techniques, and problem solving and decision making. Special emphasis is placed upon communication and interpersonal skills and professional development for oneself and staff.

HIA 400

Healthcare Data Analytics

A grade of C or above is required for this course.

Prerequisites: All 300-level courses must be completed or concurrently enrolled for healthcare majors and MAT 109 for non-healthcare majors

This course focuses on the analysis of data to identify trends (e.g., patient quality, patient safety, effectiveness of healthcare, structure, and use of health information and healthcare outcomes, and public health trending).

HIA 480

Strategic Planning and Organizational Development in Healthcare

A grade of C or above is required in this course.

Prerequisites: All 300-level courses must be completed or concurrently enrolled

This course focuses on fundamental leadership skills, assessing the impact of organizational change, and the analysis of human resource strategies for organizational best practices in healthcare. Focus areas include strategic planning, critical thinking, benchmarking, change management theories, organizational design, and assessing and evaluating the impact of change in workflows on employee performance and behavior. Other topics include the development of interprofessional relationships, evaluating staffing levels and productivity and provide feedback to staff regarding performance, and developing department policies and productivity standards.

HIA 497

HIA Professional Practice Workshop

Prerequisites: All required 300 level courses

Students enrolled in the Bachelor of Science degree program in Health Information Administration (HIA) must enroll in this workshop prior to enrolling in HIA 499 HIA Professional Practice Experience (PPE). Students must secure required clearances necessary for PPE placement. Behavioral and academic expectations are discussed in order to prepare students for a successful Professional Practice Experience. Students who reside outside of the Commonwealth of Pennsylvania must satisfy the requirements of the PPE through successful completion of an applied project.

HIA 498

Health Information Administration Capstone

A grade of C or above is required in this course.

Prerequisites: All 300 and 400-level courses must be completed or concurrently enrolled.

This course is taken in the final term session of study in the HIA program. Case studies are designed to challenge critical thinking and problem solving from a managerial perspective, and provide an opportunity for the demonstration, synthesis, and application of knowledge and skills acquired during the program of study.

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

UNDERGRADUATE COURSE DESCRIPTIONS

Health Information Administration (HIA)

HIA 499

HIA Professional Practice Experience

A grade of C or above is required in this course.

Prerequisites: HIA 497, Approval of Healthcare Site and Approval of Faculty Chair

HIA students enroll in the professional practice experience (PPE) course in their final term of study. This course is designed and supervised to reinforce didactic instruction and includes program-coordinated experience at professional practice sites. Each student must complete a minimum of 40 hours of externally supervised activity before graduation. The PPE does not prohibit a paid internship. The externally supervised activity relates to higher-level competencies and results in a learning experience for the student and/or a deliverable to a practice site. Simulation activities designed to replicate PPEs are permitted but cannot totally replace the required 40 hours minimum of an externally supervised activity PPE. Students who reside outside of the Commonwealth of Pennsylvania must complete an applied project.

History (HIS)

HIS 320

African Civilizations

A survey of Africa's contributions to world history and civilizations from 5000 B.C.E. to 1800 C.E. is presented with an intensive analysis of the major issues in African civilizations. Students will learn about different African civilizations and what roles these civilizations played in other world civilizations.

Health Information Technology (HIT)

HIT 100

Medical Terminology

A grade of C or above is required in this course.

This course examines the structure of the language of medicine with an emphasis on analysis of components, meaning, spelling, and pronunciation. The student will build a medical vocabulary applicable to body systems, the clinical laboratory, diagnostic testing, and healthcare in general.

HIT 101

Introduction to Health Information Management

Prerequisites: HIT 100

A grade of C or above is required in this course.

This course introduces the discipline of Health Information Management (HIM). Emphasis is placed upon the history of healthcare, organization of healthcare delivery in the United States, and the evolution of the HIM profession including the exploration of career opportunities. Students are introduced to the medical record including types and content and health record documentation, documentation requirements, and the characteristics of data quality and integrity.

HIT 200

Statistical Applications in Healthcare

Prerequisites: BIS 111 and a grade of C or above in SCI 250

This course focuses on the calculation of statistics in healthcare operations. Topics covered include healthcare statistics formulas (i.e., discharge days, length of stay (LOS), percent of occupancy, autopsy, birth, death, and infection rates) and types of data analytics (i.e., descriptive, diagnostic, predictive, prescriptive). Emphasis on data visualization, report generation, data presentation, and data interpretation. Other topics include research methods, research designs, and research ethics, including the role of the IRB.

UNDERGRADUATE COURSE DESCRIPTIONS

Health Information Technology (HIT)

HIT 215

Legal Issues in Health Information Management

Prerequisite: HIT 101 must be completed or concurrently enrolled.

A grade of C or above is required in this course.

The course examines healthcare legal terminology and legislative and regulatory processes within the scope of Health Information Management. Topics covered include the impact of privacy on healthcare operations, including but not limited to accessing, divulging, releasing, or transferring protected health information (PHI), authentication for release of protected health information, breach management, and health information exchange. The HIPAA Privacy and Security Rules are examined with an emphasis on implementation, notice of privacy practices, protected health information (PHI), accounting of PHI disclosures, and patient right to view/access to PHI, unreasonable measures. Other topics include retention and destruction methods, mandatory reporting (e.g., state reportable diseases and events), policies for employee use of social media, and admissibility of health records per Federal Rules of Evidence and the Uniform Rules of Evidence.

HIT 218

Healthcare Reimbursement

A grade of C or above is required in this course.

Prerequisite: HIT 220 and HIT 225 must be completed for HIT students. HCA 101 must be completed for HCA students.

This course provides an intense focus on the evaluation of revenue cycle processes and compliance with regulatory requirements and reimbursement methodologies. Topics include validating the accuracy of chargemaster and encounter forms, appeals letters, and case mix management. Emphasis on calculating case mix index and its impact on reimbursement.

HIT 220

ICD-10-CM Coding

Prerequisite: SCI 270

A grade of C or above is required in this course.

This course provides a comprehensive introduction to the principles and conventions of the ICD-10-CM coding system. Emphasis is on the assignment, validation, evaluation of diagnostic codes, and the interpretation of official coding guidelines. Other topics include ensuring health record documentation supports the diagnosis, reflects the patient's progress, clinical findings, and discharge status. Students will also interpret the results of computer-assisted coding software.

HIT 221

Advanced ICD Coding & Virtual PPE

Prerequisite: HIT 220

This course includes advanced concepts, principles, and conventions of the ICD-10-CM coding system and will introduce the ICD-10-PCS coding system. Students will assign diagnostic and procedural codes, diagnostic groupings, including DRGs, and evaluate case mix analysis in accordance with current regulations and established guidelines. Special emphasis is placed upon coding compliance strategies, auditing, reporting, and coding quality monitors.

UNDERGRADUATE COURSE DESCRIPTIONS

Health Information Technology (HIT)

HIT 225

CPT/Outpatient Coding

A grade of C or above is required in this course.

Prerequisite: SCI 270

This course provides a comprehensive introduction to the principles and conventions of the CPT coding system. Emphasis is on the assignment, validation, evaluation of and outpatient/physician procedural codes, and the interpretation of official coding guidelines. Other topics include ensuring health record documentation supports the diagnosis and reflects the patient's progress, clinical findings, procedures performed, discharge status, and interpreting the results of computer-assisted coding software for accurate selection of codes.

HIT 226

Advanced CPT Coding & Virtual PPE

A grade of C or above is required in this course.

Prerequisites HIT 225

This course includes advanced concepts, principles, and conventions of the CPT and HCPCS coding systems. Students will assign procedural codes and groupings, including APCs, in accordance with current regulations and established guidelines. Special emphasis is placed upon coding compliance strategies, auditing, reporting, and coding quality monitors. The AHIMA Virtual Lab is used in this course.

This course includes advanced concepts, principles, and conventions of the CPT and HCPCS coding systems. Students will assign procedural codes and groupings, including APCs, in accordance with current regulations and established guidelines. Special emphasis is placed upon coding compliance strategies, auditing, reporting, and coding quality monitors. The AHIMA Virtual Lab is used in this course.

HIT 230

Computer Information Systems for HIT

A grade of C or above is required in this course.

Prerequisites: A C or above is required in BIS 111. HIT 101 or HCA 101 must be completed or concurrently enrolled.

This course focuses on the use and exchange of health information technology in the delivery of healthcare and related operations. Application design and use and software applications (e.g., billing, coding, document imaging, electronic health record, grouping, natural language processing, electronic health record (EHR), personal health record (PHR), quality improvement, record tracking, registries, release of information), and electronic health record certification (e.g., Office of National Coordinator for Health Information Technology) are examined. Data governance, data interchange standards, and data management processes (e.g., acquiring, validating, storing, protecting, and processing data to ensure accessibility, reliability, and timeliness) are explored. Other topics include consumer engagement activities, assessing patient engagement, portal management, health literacy, and the use of personal health records.

HIT 250

Managing Quality and Performance Improvement in HIM

A grade of C or above is required in this course.

Prerequisites: ENG 103 must be completed and HIT 200 must be completed or concurrently enrolled.

This course provides comprehensive coverage of the theory and practice of performance and quality improvement in healthcare organizations and human resource strategies for organizational best practices. Topics include managing change, mergers and acquisitions, using project management tools for change management, and financial management processes. Other topics include assessing training needs (e.g., job analysis), developing training learning objectives, designing and developing training materials, and implementing and evaluating training programs.

*Writing Enhanced Course

UNDERGRADUATE COURSE DESCRIPTIONS

Health Information Technology (HIT)

HIT 297

HIT Professional Practice Workshop

Prerequisite: Approval of Faculty Chair required

Students enrolled in the Associate in Science degree program in Health Information Technology (HIT) must enroll in this workshop prior to enrolling in HIT 298 HIT Professional Practice Experience (PPE). Students seeking an off-site internship must secure required clearances necessary for PPE placement. Behavioral and academic expectations are discussed in order to prepare students for a successful Professional Practice Experience. Students completing an applied project as part of the PPE course are exempt from this workshop. Students who reside outside of the Commonwealth of Pennsylvania must satisfy the requirements of the PPE through successful completion of an applied project.

HIT 298

HIT Professional Practice Experience

A grade of C or above is required for this course.

Prerequisite: This course is taken in the final term of study in the HIT program. HIT 250 completed or concurrently enrolled. HIT 297 required for off-site PPE students.

HIT students enroll in the professional practice experience (PPE) course in their final term of study. This course is designed and supervised to reinforce didactic instruction and includes program-coordinated experience at professional practice sites. Each student must complete a minimum of 40 hours of externally supervised activity before graduation. The PPE does not prohibit a paid internship. The externally supervised activity relates to higher-level competencies and result in a learning experience for the student and/or a deliverable to a practice site. Simulation activities designed to replicate PPEs are permitted but cannot totally replace the required 40 hours minimum of an externally supervised activity PPE. Students who reside outside of the Commonwealth of Pennsylvania must complete an applied project.

HIT 299

HIT Professional Practice II

Prerequisites: HIT 298, approval of healthcare site, and HIT 218 and HIT 250 must be completed or concurrently enrolled.

This course is the final Professional Practice Experience (PPE) in the Health Information Technology program and is completed off campus, at an approved site, in a non-traditional setting. Under the direction of a Clinical Site Supervisor and Clinical Site Coordinator, the student will demonstrate application of the AHIMA Associate Degree Entry-Level Competencies and AHIMA Knowledge Clusters for Health Information Management Associate Degree Programs. Students are required to complete the Alternative Setting Manual and selected AHIMA Virtual Lab modules and must pass the comprehensive RHIT mock exam (RHIT exam blueprint and current passing score available at www.AHIMA.org).

Human Resource Management (HRM)

HRM 201

Human Resource Management

A grade of C or above is required for HRM students.

Prerequisite: ENG 103 or concurrently enrolled

This course is a survey of the management function from the human resources perspective, with an introduction and overview of human resources practice areas such as employment law and compliance, recruitment, selection, training and development of staff, compensation and benefits, motivation, and performance appraisal. Students will be challenged to examine human resources situations and apply their knowledge.*Writing Enhanced Course

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

UNDERGRADUATE COURSE DESCRIPTIONS

Human Resource Management (HRM)

HRM 306

Managing Employment Law

Prerequisite: HRM 201

This course explores government regulations and legal precedents affecting human resource management. The focus will be on how to maintain legal compliance in a business setting and is designed to inform students of the impact employment-related statutory and decisional law have upon human resource managers and employees. Case studies will broaden students' exposure to the many ways compliance can affect a company's morale, bottom line, and legal exposure.

HRM 310

Training Development and Design

Prerequisite: HRM 201

In this course, students will consider various theoretical models of training and development as well as the impact of effective training and development programs on successful organizations. The course will focus on needs assessment, performance based objectives, return on investment, and evaluation techniques. Students will identify ways in which training and development affect turnover, employee satisfaction, engagement, and morale.

HRM 330

HR Information Systems

Prerequisite: HRM 201

In this course, students will focus on selection, implementation, and maintenance of HR information systems. Key applications such as staffing, performance management, total compensation, compliance, and workforce planning will be examined.

HRM 350

Human Capital Management

Prerequisite: HRM 201

Students will learn a strategic approach to managing employees. Recruitment and retention practices will be discussed. Legal requirements, case studies, and best practices will be utilized to determine how to apply diverse practices to specific situations including human resource planning process, forecasting methods, performance management, affirmative action, and succession planning.

HRM 380

Labor and Employee Relations

Prerequisite: HRM 201

This course explores the bargaining relationship, arbitration techniques, collective bargaining content, and the use of mediation in resolving conflict, as well as relationship and conflict management. The course will review how the industrial relations system in the United States works in general, as well as specific areas such as the future of unions in the United States, comparisons with the industrial relation systems of other countries, relationships with human resource management models, various models of dispute resolution, issues in labor-management cooperation, and differences and similarities between public and private sector industrial relations. General business relationship management will also be explored.

HRM 395

Total Rewards

Prerequisite: HRM 201

Students will examine basic concepts and components of developing a total rewards system. Strategic and operational decisions in the design and coordination of a rewards system will be utilized. Topics will include job analysis, job evaluation, designing pay structures, pay-for-performance plans, performance appraisals, benefits, international pay systems, and legal issues in compensation.

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

UNDERGRADUATE COURSE DESCRIPTIONS

Human Resource Management (HRM)

HRM 410

Organizational Development

Prerequisite: HRM 201

Organizational development is planned change designed to bring about a specific result, through an ongoing, systematic process. The course covers the history, and methods, of organizational development. Learners will examine the formal and informal functions of organizations based on a systems model. Learners will also learn to analyze and solve organizational problems using a step-by-step method of diagnosis and intervention.

HRM 420

Global HR and Diversity

Prerequisite: HRM 201

This course examines cultural differences in values and attitudes which may affect international HRM effectiveness, staffing, compensation, employee relations, law and compliance, as well as the challenges of managing a global workforce. Issues such as off-shoring, outsourcing, and asynchronous teamwork will be investigated. The course will place a special emphasis on diversity within domestic HRM as well as globally.

HRM 450

HRM Capstone

A grade of C or above is required in this course.

Prerequisite: All 300 level HRM courses must be completed.

As Human Resources evolves, it is vital that HR professionals be well-versed in strategic management in order to more closely align HRM with business objectives. This course emphasizes the strategic management process from the HR perspective. Course materials and case studies will explore strategic alignment, balanced scorecard principles, and analysis. Students will complete a research-based capstone paper as well as a hands-on human resources project. A standardized test will be administered to measure academic achievement across the curriculum.

*Writing Enhanced Course

Human Services Leadership (HSL)

HSL 101

Introduction to Human Services Leadership

Prerequisite: ENG 101

This course explores career opportunities in the field of human services, including, but not limited to personal care administration, mental health support, and substance abuse services. Students will set professional goals, examine career trends, and receive an overview of current topics in the field of human services. Students will also gain a historical perspective of the human services profession to better understand the ways in which the field has evolved, and the ways it has yet to evolve.

HSL 105

Human Development

Prerequisite: PSY 101

This course examines the human lifespan from conception to death through a psychological, cultural, and biological perspective. Students will learn to recognize developmentally appropriate behavior, deviations from conventional wisdom regarding human development, and other cultural considerations for working with individuals and communities.

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

UNDERGRADUATE COURSE DESCRIPTIONS

Human Services Leadership (HSL)

HSL 201

Basic Helping and Counseling Skills

A grade of C or above is required in this course.

Prerequisite: ENG 101

This course introduces the theory and knowledge bases of prevention, intervention, and maintenance strategies. Students will learn how to assess and analyze the needs of clients or client groups through observation, interviewing, and active listening. An emphasis is placed on the identification and use of appropriate resources and referrals, group facilitation, and the use of consultation.

*Writing Enhanced Course

HSL 210

Human Services Delivery Systems

Prerequisite: HSL 101 & ENG 103

This course covers the range and characteristics of human services delivery systems and organizations, populations served, and needs to be addressed by human services professionals. Among the topics covered are the significant models used to conceptualize and integrate prevention, maintenance, intervention, rehabilitation, and healthy functioning. Also examined are the systemic causes of poverty and its implications, national and global social policies and their influence on human service delivery, and constituency building, and other advocacy skills such as lobbying, grassroots movements, and community development and organizing.

HSL 250

Case Management Skills

Prerequisite: HSL 210

This course builds on responding to human needs by examining the roles and responsibilities of human services case managers, and the role of effective communication, particularly in listening, responding to, and assessing client needs and strengths. Topics also include formats and standards used for clinical documentation of services provided, monitoring care based on identified goals, and coordinating care on a team.

HSL 280

Group Dynamics

Prerequisite: HSL 210

This course introduces theories associated with group behavior in organizations and society. Students will also learn about applications of group interventions as a therapeutic strategy in human services delivery.

HSL 290

HSL Practicum I

A grade of C or above is required in this course.

Prerequisite: HSL 105, HSL 210, and HSL 201

Students enrolled in the Human Services Leadership program are required to complete a field experience such as a practicum or internship which occurs in a human services setting. The practicum is designed to provide an environment and context to integrate the knowledge, theory, skills, and professional behaviors that are concurrently being taught in the classroom. The field experience is no less than 250 clock hours.

*Writing Enhanced Course

UNDERGRADUATE COURSE DESCRIPTIONS

Human Services Leadership (HSL)

HSL 320

Violence and Trauma in Society

Prerequisite: HSL 210

Students will learn about the prevalence of violence and trauma in society, as well as the impact that traumatic experiences have on one's growth and well-being. This course examines the neurological changes that take place after a person is exposed to trauma, and equips students with strategies for working with survivors of violence, abuse, and other stressors (both acute and chronic).

HSL 330

Ethics in Human Services Leadership

Prerequisite: HSL 210

Students will apply the ethical standards outlined by the National Organization for Human Services/Council for Standards in Human Service Education to specific case studies relevant to the field of human services. Students will also develop a personal code of ethics, which merges their personal values and professional expectations.

HSL 390

Current Trends and Treatment Approaches in Substance Abuse Care

Prerequisite: HSL 210

This course focuses on the ever-changing political, cultural, and scientific trends of substance abuse care in the United States. Students will use current research to build a repository of best practices in substance abuse intervention based on culturally sensitive resources.

HSL 400

Advanced Helping & Counseling Skills

A grade of C or above is required in this course.

Prerequisite: HSL 201

This course provides students an opportunity to develop advanced counseling techniques. Introduced throughout the course are complex ideas such as case formulation, therapeutic humor, and professional self-disclosure. Students are encouraged to study therapeutic techniques while also developing their natural voice and counseling style.

HSL 401

HSL Practicum II

A grade of C or above is required in this course.

Prerequisite: HSL 290, HSL 400

Students enrolled in the Human Services Leadership program are required to complete a field experience such as a practicum or internship, which occurs in a human services setting. The practicum is designed to provide an environment and context to integrate the knowledge, theory, skills, and professional behaviors that are concurrently being taught in the classroom. The field experience is no less than 350 (may include 250 from associate level) clock hours of field experience with at least 100 of these clock hours occurring in the junior and senior years.

*Writing Enhanced Course

UNDERGRADUATE COURSE DESCRIPTIONS

Human Services Leadership (HSL)

HSL 410

Human Services Policy and Advocacy

A grade of C or above is required in this course.

Prerequisite: HSL 210, HIA 340

Students will evaluate policies and create processes to effect social change through advocacy work at all levels of society, including community development, community and grassroots organizing, and local and global activism. Students will study social movements throughout the United States and create a personal “change agent plan” to implement as a human services professional.

*Writing Enhanced Course

Humanities (HUM)

HUM 102

Introduction to Ethics

Prerequisites: ENG 103

This course is an introduction to the nature of ethical thinking. The course will explore the methods and concepts associated with the field of ethics, which are required to make value judgments about human behavior. The ethical problems will be approached from a global perspective through the humanities and social sciences.

HUM 104

Critical Thinking and Reading

This course emphasizes active reading, reading comprehension, and critical and analytical thinking. It will prepare students for future course content such as education, ethics, history and politics, science and the environment, race, ethnicity and gender, family issues and relations,. Students will read, discuss, and analyze a variety of academic texts. Reaction papers, summaries, quizzes, and participation in class discussions will be required.

HUM 105

World Religions

The major world religions will be examined: Hinduism, Buddhism, Judaism, Christianity, and Islam as well as a few small scale traditional religions from around the globe. The course explores these religions as a combination of doctrine, concept, worship, traditions, socio-economic conditions, and environment from a perspective of intercultural appreciation and understanding.

HUM 107

Introduction to Gender Issues

Explore the cultural, religious, socio-economic, and political forces that have shaped and defined gender issues historically. Topics such as marriage and the family, gender and race relations, identity and socialization, and work-related issues are discussed.

HUM 108

Introduction to the African American Experience

Discover the history, methodology, and relevance of Afrocentricity within academia and the workplace. Topics covered include an overview of African American history, economics, politics, religion, and family. The understanding of these various topics fosters better race relations in America and the world.

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

UNDERGRADUATE COURSE DESCRIPTIONS

Humanities (HUM)

HUM 275

Leadership, Ethics, and the Humanities

Prerequisite: ENG 103 and HUM 102

This course opens an inquiry into the relationship between leadership and ethics. The course will offer an exploration of ethical and leadership theory grounded in philosophy, literature, and political theory from the ancient period to the present. Special attention will be given to the application of these theories to contemporary problems in leadership and ethics.

*Writing Enhanced Course

Information Security (ISC)

ISC 310

Information Security and Risk Management

Prerequisite: ENG 103

Material presented in this course comes from the Information Security and Risk Management domain of the CISSP® Common Body of Knowledge (CBK). Students will learn to define, describe, and discuss the planning, organization, and roles of individuals in identifying and securing an organization's information assets. Students will also learn to develop, use and recognize policies, procedures, and guidelines used in information security and risk management. Finally, students should be able to explain, from a management perspective, human resource issues as they relate to confidential, proprietary, and private information.

*Writing Enhanced Course

ISC 325

Access Control, Security Assessment, and Security in the Software Development Lifecycle

Prerequisite ENG 103

Material presented in this course comes from the Identify & Access Management, Security Assessment & Testing, and Security in the Software Development Lifecycle domains of the CISSP Common Body of Knowledge (CBK). Students will learn to identify and apply access control concepts and methodologies, implementing these controls within centralized and decentralized environments across the enterprise's computer systems. Identifying, detecting and correcting measures are emphasized in order to manage risks, vulnerabilities, and exposures within a system. Students will also learn security assessment and testing strategies, as well as methods and techniques to ensure security in the software development life cycle and the software development environment.

ISC 415

Cybersecurity Analysis

Prerequisite: ITN 144

This course is designed to provide students with the knowledge and skills needed to protect networks and information systems through the use of Cybersecurity Analysis. The concepts presented in this course map to the exam objectives for CompTIA Cybersecurity Analyst certification (CySA+). The course covers knowledge and skills such as using proactive threat intelligence to manage organizational security and vulnerability activities, analyzing security monitoring data, and applying basic digital forensics techniques.

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

UNDERGRADUATE COURSE DESCRIPTIONS

Information Security (ISC)

ISC 425

Network Security and Security Operations

Prerequisites: ENG 103

Material presented in this course comes from the Communications & Network Security and Security Operations domains of the CISSP Common Body of Knowledge (CBK). Students will learn the concepts, techniques, and methods used to ensure secure network design, components, and communication channels against network attacks. Students will also learn the various concepts and methodologies surrounding security operations including investigations, resource protection, incident response, change and configuration management, and business continuity and disaster recovery.

Information Technology Networking (ITN)

ITN 120

PC Fundamentals

Prerequisite: BIS 111

This course introduces students to the basics of computer hardware and software. In doing so, students gain the expertise to be able to build computer systems, acquire the knowledge needed to work with others in the support field, and develop expertise in basic computer systems. This course aligns with the outcomes of CompTIA's A+ Certification Exam and the TestOut PC Pro Certification Exam.

ITN 130

Networking Fundamentals

This course focuses on designing, building, administering and troubleshooting computer network environments. Students will utilize cloud, mobile and virtualization techniques in order to stay on top of emerging technologies. This course centers on the material from CompTIA's Network+ Certification Exam and the TestOut PC Pro Certification Exam. It is a vital part of becoming a better network administrator.

ITN 144

Introduction to Network Security

Prerequisite: ITN 130

Students will develop a basic understanding of the network security field. Topics covered include general security concepts, data communication security, infrastructure security, and cryptography. The concepts presented in this course map to the exam objectives for CompTIA's Security+ exam.

ITN 201

Cloud Computing Foundations

Prerequisite: ITN 130

This course provides students an overview of fundamental cloud computing concepts, services, security, architecture, pricing, and support. Students will complete hands-on laboratories using Amazon Web Services, exploring topics including identity and access management, virtual private clouds, compute resources, scaling, and load balancing. The course addresses the core outcomes needed for students to prepare for the AWS Certified Cloud Practitioner examination.

UNDERGRADUATE COURSE DESCRIPTIONS

Information Technology Networking (ITN)

ITN 220

Help Desk and Customer Support Concepts

Prerequisite: ITN 120

Students will delve into the material related to operating an IT Help Desk along with effective customer support concepts. Students will learn to recognize the skills, processes, technology, and information needed to run a successful help desk. Using real world computer support examples and case studies, students will learn how to support computer systems, software, and the customers who use them. Troubleshooting and customer service skills are emphasized so that students can apply these skills when they are in the field. Assigned research projects, using the Internet and other resources, provide the opportunity to explore help desk problems and solutions encountered in industry.

ITN 264

Wireless Network Security

Prerequisite: ITN 144

Students will learn basic wireless network security including vulnerabilities, security options, and costs connected with implementing secure wireless networks. Topics covered include wireless WANs and LANs, Bluetooth, Voice Over Internet Provider (VOIP), wireless cryptography, and designing and implementing a secure wireless network.

ITN 301

Linux Admin, Networking, & Security

Prerequisite: ITN 144 and ITN 200

This course provides hands-on experience in the installation, operation, troubleshooting, and administration of the Linux operating system for both workstations and servers. Coverage will include system administration, security, and the Linux client/server environment. Security issues related to Linux, including encryption, VPNs, and network troubleshooting utilities will be covered as well. This course addresses the material from Comp TIA's Linux+ Certification Exam.

ITN 310

Routing & Switching I

Prerequisite: ITN 200

Students may receive credit for the ITN 310-311 sequence or ITN 312 but not both.

This course focuses on configuring, managing and administering routers, switches, VLANs and Inter-VLAN routing within a routed IP Network. In developing an effective IP Network, students will build on the basic understanding of networks that they developed in ITN 130 to address more advanced elements of IP Networking. This competency addresses material from Cisco's ICND1 Certification Exam.

ITN 311

Routing & Switching II

Prerequisite: ITN 310

Students may receive credit for either the ITN 310-311 or sequence or ITN 312 but not both.

This course focuses on the skills you will need to install, administer and troubleshoot small to medium-sized enterprise branch networks. You will focus on utilizing LAN switching, IP routing and services, as well as a variety of LAN and WAN technologies. This class takes the background knowledge and skills acquired in ITN312 and builds on it here to complete the Cisco ICND2 and prepare you for the CCNA certification. This course centers on the material from Cisco's ICND2 Certification Exam.

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

UNDERGRADUATE COURSE DESCRIPTIONS

Information Technology Networking (ITN)

ITN 405

Ethical Hacking

Prerequisite: ITN 144 and ITN 200

In this course, students will learn the important skills of ethical hacking. These skills include information gathering, scanning, enumeration, sniffing, evasion, and attacking a system. Attention will be focused on the hacking of servers, applications, and wireless and wired networks. Subject matter will include Cloud security, cryptography, penetration testing, social engineering, and physical security.

ITN 410

Server Administration II

Prerequisite: ITN 200

This course addresses the skills needed to install, configure, maintain and administer Windows Server in a network environment. Students will focus on the major services, such as File and Print, Remote Access, Active Directory and Group Policy. Using these services, students will become proficient in developing, designing and implementing an effective Windows networking environment. This course covers the materials from Microsoft's 70-411 Server Certification Exam.

ITN 411

Cloud Operations

Prerequisite: ITN 201

This course is designed to prepare participants to pursue entry-level DevOps, support, and cloud operations roles. It will also help prepare them to take the AWS SysOps Administrator – Associate exam. Emphasizing best practices in the AWS Cloud and recommended design patterns, this course will teach students how to solve problems and troubleshoot various scenarios.

ITN 425

IT Capstone in Networking and Network Security

A grade of C or above is required in this course.

Prerequisites: All IT Classes required for the bachelor's degree must be completed or concurrently enrolled. The capstone serves as a final assessment of the program outcomes for the Networking and Network Security concentrations. Students assimilate the knowledge and skills they have acquired throughout their degree program. Working in teams, they analyze a case study, design and implement a network for the case company, and develop a security plan for the network they have designed. Project teams prepare a written proposal summarizing their findings and present their recommendations to classmates.

*Writing Enhanced Course

Law (LAW)

LAW 103

Business Law

A survey of the basics of the legal system as it applies to the legal environment of business is presented. The course covers basic business law concepts, including contract law, business forms and formation, the Uniform Commercial Code, and the regulatory environment of business.

UNDERGRADUATE COURSE DESCRIPTIONS

Law (LAW)

LAW 425

Special Topics in Business Law

A grade of C or above is required in this course.

Prerequisites: All required LAW and PLG courses, MGT 310, MGT 404, and HRM 306 must be completed or concurrently enrolled.

This course identifies a special topic, which will periodically change based on current events and issues in the field of business law. This course requires students to actively engage in research, writing, and discussion to produce a detailed written analysis of the special topic. Students are encouraged to develop material that will benefit both themselves and their existing or potential employers.

Legal Studies (LGL)

LGL 100

The Paralegal Profession

Students receive an overview of key legal topics which will prepare students for more in-depth coverage that occurs in the upper-level paralegal courses. Additionally, the course introduces students to typical paralegal duties and functions through hands-on paralegal assignments.

LGL 102

Legal Research

A grade of C or above is required in this course.

Students receive hands-on training in the use and application of primary and secondary legal sources to real world fact scenarios, emphasizing the paralegal role in that process. The course covers all modern methods of legal research, including both traditional book-based legal research and electronic legal research tools.

LGL 113

Legal Writing

A grade of C or above is required in this course.

Prerequisite: ENG 101

Focus on basic writing skills, grammar, punctuation, proofreading, and legal writing principles. Students will become familiar with legal writing principles through numerous writing assignments. Students will draft, revise, and critique various legal letters and internal memoranda. Assignments will utilize legal research skills and proper legal citation format. Note taking and listening skills will also be developed through in-class exercises.
*Writing Enhanced Course

LGL 117

Civil Litigation

Prerequisites: All 100-level LGL courses must be completed or concurrently enrolled.

Learn about the civil litigation process in both the federal and state court systems, emphasizing the paralegal role in that process. Students will learn practical skills related to preparing and conducting client and witness interviews; drafting pleadings, discovery, and settlement documents; and preparing for deposition and trial. The civil litigation paralegal's professional ethical responsibilities will be closely examined. This course will also introduce students to the basics of contract, tort, and evidence law in order to examine the civil litigation process effectively.

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

UNDERGRADUATE COURSE DESCRIPTIONS

Legal Studies (LGL)

LGL 140

Cannabis Policies and Legal Issues

This course provides students with an overview of the legal and regulatory environment of the cannabis industry, including how laws differ from state to state. Students will examine the socioeconomic and ethical issues facing the cannabis business. The course will also review how the cannabis industry intersects with other areas of law such as contract law, business law, insurance law, and securities law.

LGL 201

Contract Law

Prerequisite: All 100-level LGL or LAW courses must be completed

*For students in the post-baccalaureate certificate program, LGL 102 and LGL 113 must be completed or concurrently enrolled.

Gain an understanding of the requirements for a legally enforceable contract and the arguments most commonly used to nullify a contract. Students will perform research using formbooks and case law, write specific sections of contracts, and then write a complete contract and an analysis of the contract for a final project.

LGL 206

Tort Law

Prerequisites: All required LGL 100-level Courses.

Probe the causes of action and available defenses under the law of torts. It includes a detailed examination of intentional torts, negligence, and strict liability law. The interaction of decisional and statutory law in the development of tort law will be discussed, as well as the role of insurance, and the ethical responsibilities of a practicing paralegal.

LGL 207

Criminal Law

Prerequisites: All required LGL 100-level courses.

*For students in the post-baccalaureate certificate program, all 100-level LGL courses must be completed or concurrently enrolled.

Develop a basic understanding of the nature, purpose, principles, and doctrines of criminal law. Students will study the criminal justice process from arrest through trial, sentencing, and appeal, including an overview of the juvenile process. Students will learn the roles of the various participants in the criminal justice system. Students will explore the general principles of criminal liability, the material elements of substantive crimes, criminal defenses, and the constitutional rights of the accused. Students will perform various tasks undertaken by the paralegal in criminal practice, such as preparing pleadings, motions to suppress evidence, and protecting the constitutional rights of the accused.

LGL 215

Professional Legal Responsibility

Prerequisite: All 100-level LGL courses must be completed

*For students in the post-baccalaureate certificate program, all 100-level LGL courses must be completed or concurrently enrolled.

Gain an understanding of the rules of professional responsibility. Students will analyze the rules, case applications of the rules, and related professional conduct forms and procedures. Students will learn to identify situations in which the rules apply and to formulate strategies to insure the rules are not violated.

UNDERGRADUATE COURSE DESCRIPTIONS

Legal Studies (LGL)

LGL 219

Legal Technology

Prerequisites: BIS 111 and all 100-level LGL courses must be completed

*For students in the post-baccalaureate certificate program, LGL 102 and LGL 113 must be completed or concurrently enrolled.

Use legal databases and develop a clear understanding of how these databases are utilized through practical application projects. Students will receive instruction concerning electronic filing and information tools such as the federal PACER system, state and local electronic filing, and docket systems. Students will be introduced to concepts and theories behind the creation, employment, and management of litigation support databases, and the most commonly used litigation database programs. In addition, students will learn the basics of some commonly used software that is particular to certain areas of legal practice.

LGL 220

Paralegal Capstone I

Prerequisites: All 200-level LGL courses must be completed or concurrently enrolled.

This course is designed to facilitate assimilation of the skills and knowledge students have obtained from the LGL courses required for the associate degree. Students will have the opportunity to refresh and solidify their legal writing, legal research, and communication skills. Essential ethical issues will also be addressed. Students will examine different areas of legal practice, different work situations, professional organizations, legal publications, and electronic databases. Students will research and investigate job opportunities available for paralegal associate degree graduates and develop an employment plan. They will also assess individual strengths, weaknesses, and career goals. This course will give students an opportunity to craft professional letters to businesses to obtain informational interviews and job interviews. Networking, cover letters, resumes, and interviewing will also be explored in detail.

LGL 304

Family Law

Prerequisites: All LGL 100-level courses.

Explore substantive as well as procedural aspects of such topics as marriage, divorce, support, alimony, custody, equitable distribution, and protection from abuse through the study of statutes, case law, and rules of civil procedure. Students will apply knowledge through hands-on paralegal assignments.

LGL 305

Real Estate Law

Prerequisites: All required LGL 100-level courses

Discover real property law, with an emphasis on real estate transactions and the tasks performed by lawyers and paralegals in representing buyers and sellers in the transfer of real property interests. This course includes analyses and discussions of major issues in real property law related to possession and ownership, easements and licenses, surveys, title examinations, title insurance, contracts for the transfer of interests in real estate (including sales and leases), deeds, mortgages and other encumbrances, financing, closings, as well as the ethical responsibilities of the real estate paralegal.

LGL 306

Immigration Law

Prerequisites: All required 100 level courses must be completed

This course provides an overview of U.S. immigration law with an emphasis on the paralegal's role. It examines the legal framework of immigration law, the history of immigration law in the United States, and current policy considerations. Topics include preparation of visa applications, the admission and removal of immigrants and non-immigrants, citizenship and the naturalization process, and humanitarian relief. The course focuses on document organization and preparation, working with clients, litigation assistance, legal research & writing, and ethical considerations.

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

UNDERGRADUATE COURSE DESCRIPTIONS

Legal Studies (LGL)

LGL 308

Estate Law

Prerequisites: All LGL 100-level Courses.

Focus on the concepts and tools of estate law and practice, emphasizing the paralegal role in that process. The course provides hands-on practice in dealing with estate planning and administration through lectures, demonstrations, and projects that require working with the language and forms common in the planning, probate, and administration of an estate.

LGL 309

Business Organizations

Prerequisites: All LGL or LAW 100-level courses

Learn the details of the law of business organizations and its practical application, emphasizing the paralegal role in that process. The course concentrates in detail on the variety of business formats (including sole proprietorships, partnerships, and publicly traded, professional, and close corporations), and the legal framework that governs formation, operation, and dissolution of business entities.

LGL 313

Advanced Legal Writing

Prerequisites: All LGL 100-level courses

Develop professional legal writing skills by building on the practical work begun in the Legal Writing I and Legal Research classes. This course emphasizes the development of those critical writing and revision skills necessary for professional legal writing through the drafting of case briefs and legal memoranda, as well as pleadings and discovery documents. The basic principles of grammar and spelling, task-specific formatting, and the rules of legal citation will be reviewed and incorporated into each of the student's several practical application exercises.

*Writing Enhanced Course

LGL 315

Advanced Legal Research

Prerequisites: LGL 219

A grade of C or above is required in this course

Build on the knowledge and skills obtained in LGL 102. Topics include the organization and hierarchy of the different legal authorities and how each legal authority assists in the research process. Students receive advanced instruction on the use of computerized legal research tools, such as Internet searches, Westlaw, and LEXIS/NEXIS.

LGL 406

Employment Law

Prerequisites: All LGL 100-level courses

Students will examine the legal framework of the employer/employee relationship and the current law's practical application, emphasizing the paralegal role in that process. The course concentrates on the statutory requirements of today's labor laws, discrimination laws, hiring and firing restrictions and mandates, privacy in the workplace issues, sexual harassment regulations, and workplace safety rules.

UNDERGRADUATE COURSE DESCRIPTIONS

Legal Studies (LGL)

LGL 407

Advanced Criminal Law

Prerequisites: LGL 207

Build on the student's knowledge and skills acquired in LGL 207: Criminal Law. Topics in the course will include a detailed discussion of criminal law statutes. Students will gain exposure to many aspects of a criminal law case, including the paralegal's duties with attorneys involved in the case, prosecutors, police, the client, and correctional agencies. Students will explore the criminal justice system including the pre-trial stage, lineups, trial, and other relevant procedures. A prerequisite for this course is a working knowledge of The Bill of Rights of the U.S. Constitution, and in particular, how it relates to the rights of the accused.

LGL 410

Bankruptcy Law

Prerequisites: All LGL 100-level courses

Gain familiarity with federal bankruptcy law and practice through a close examination of the bankruptcy code and the applicable procedural rules as they relate to bankruptcy chapters 7, 11, and 13 filings. Students will examine and discuss the ethical concerns of a bankruptcy paralegal. This course emphasizes the practical application of the student's knowledge of bankruptcy law through the preparation of a complete bankruptcy petition and all the related documents typically required for filing with the U.S. Bankruptcy Court, as well as the preparation of common bankruptcy motions.

LGL 419

Intellectual Property

Prerequisites: All LGL 100-level courses

Explore the legal concepts that underlie patents, trademarks, and copyrights. Students will learn methods used to research various intellectual property questions and become familiar with the forms most commonly employed in intellectual property.

LGL 440

Paralegal Studies Capstone II: Practical Skills and Regulation

A grade of C or above is required in this course.

Prerequisite: All required LGL courses must be completed or concurrently enrolled.

This course provides a classroom simulation of a law office, offering students hands-on experience with many of the practical and professional activities in which civil litigation paralegals typically engage. In addition to individual projects, students will be divided into plaintiff and defendant teams and work together on certain projects, simulating team projects in a law office. Students will draft legal memoranda, prepare for a client interview, and draft and analyze pleadings, discovery documents, and motions. This course will give students an opportunity to review and enhance many of legal concepts and skills encountered previously in their paralegal program, emphasizing the practical aspects of legal research, legal writing, and civil litigation. In addition, there will be an overview of the national paralegal associations—NFPA and NALA.

*Writing Enhanced Course

Mathematics (MAT)

MAT 101

Introduction to College Mathematics

Prerequisite: Placement into college-level mathematics

Content begins with basic mathematical foundations and extends to include topics from finance and algebra such as simple and compound interest, investments, and loans. Concepts are interwoven with practical applications.

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

UNDERGRADUATE COURSE DESCRIPTIONS

Mathematics (MAT)

MAT 102

College Algebra

Prerequisite: MAT 101

Designed to provide the student with a solid foundation in quantitative thinking, this is a course in real number algebra that focuses on operations and properties. Abstract and practical problems are solved using algebraic methods. The course provides practice in the use of variables in expressions and equations, reading and writing mathematical symbols, algebraic problem-solving, functional analysis, and interpreting and creating graphs.

MAT 109

Statistics I

Prerequisite: MAT 101 for health majors; MAT 102 for all other majors

Students will be introduced to quantitative reasoning for solving a variety of statistical problems, including business-related problems. Content focuses on statistical studies, statistical graphs, descriptive statistics, elementary discrete probability, discrete probability distributions, continuous probability distributions, and estimation of unknown parameters by confidence intervals, and basic hypothesis testing. Students learn to calculate measures of central tendency and variation, use probability to make statistical decisions, and interpret graphical and quantitative data. Use of the computer for processing data and interpretation of computer output are required.

Management (MGT)

MGT 102 (Coursera)

Foundations of Diversity

Designed for current and aspiring leaders, from all backgrounds, this course provides an opportunity to explore the foundations of race, ethnicity, and cultural diversity in America. Learners will explore historical milestones, define diversity in terms of the differences among people with regard to gender, race, age, and ethnicity, and examine how organizations utilize diversity as a means for organizational effectiveness. This course is taken at Coursera and applied as transfer credit, see advisor for details.

MGT 114

Essentials of Customer Service

Prerequisite: ENG 101 or concurrently enrolled for all students except for CannaBusiness, Client Service and Quality Service Management programs.

Students learn skills necessary for adaptability, techniques for problem-solving, decision making and empowerment, creating customer satisfaction and understanding customer behavior. The course also addresses tenants of cultural awareness, service recovery, and professional accountability.

MGT 119

Emotional Intelligence in the Workplace

Prerequisite: ENG 101 or concurrently enrolled for all students except for Client Service and Quality Service Management programs.

An overview of the tenants of Emotional Intelligence. The course includes content related to personal reputation, integrity, adaptability and self-awareness as it relates to becoming an effective service manager, personal and professional development.

UNDERGRADUATE COURSE DESCRIPTIONS

Management (MGT)

MGT 126

Organizations and People

Prerequisite: ENG 101 or concurrently enrolled for all students except for CannaBusiness, Client Service and Quality Service Management programs.

Students gain a foundation on organizational structure, branding, business etiquette, team building and being part of a company, barriers to effective management and change management. Topics are intended to provide the student with baseline knowledge, which can be used in a customer-facing work environment.

MGT 130

Introduction to Supervision and Management

Prerequisite: ENG 101 or concurrently enrolled

Students learn foundations for human relations and supervision. Students explore organizational culture, change in the workplace, modern supervisory challenges, effective communication skills for supervisors, setting goals, managing group dynamics, and management of budgets. Business ethics in the workplace are examined through real world case studies.

MGT 132

Process Management

Prerequisite: ENG 101 or concurrently enrolled

Students learn the basic concepts of managing projects, processes, management concepts, and quality management concepts. Students will also gain insight to the principles, practices, and tools of process management, and their commonalities. In addition, the course includes content on basic understanding and value of CRM (customer relationship management).

MGT 204

Production and Operations Analysis

Prerequisite: BUS 100

This course provides an introduction to the how operations managers handle the problems and issues they face on a daily basis. Students will have the opportunity to discuss the basic language, concepts, insights and tools that operations managers utilize in order to gain a competitive advantage for their organizations

MGT 210

Applied Management Concepts

A grade of C or above is required in this course.

Prerequisites: BUS 100

Study management theory and functions, leadership, decision-making, organizations as systems, and organizational structure and design. The role of the manager as a planner, organizer, and director will also be discussed.

*Writing Enhanced Course

MGT 222

Applications in Diversity, Equity, Inclusion & Belonging

Prerequisite: ENG 101 or concurrently enrolled. MGT 120 (Coursera) is a prerequisite for students enrolled in the Certificate of Proficiency in DEI & B, Liberal Studies, Business Administration, and Organizational Leadership and Management DEI & B tracks.

Students will explore the skills necessary to lead in a diverse environment, practice inclusive hiring practices, and inspire equity across work and social environments. The course project asks students to experience diversity, equity, inclusion, and belonging by emersion when they step out of their comfort zone and experience the world in an unfamiliar setting.

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

UNDERGRADUATE COURSE DESCRIPTIONS

Management (MGT)

MGT 306

Organizational Dynamics

Prerequisite: MGT 210 or BUS 250

Examine the ways in which formal organizations function as unique cultures with their own norms, expectations of members, styles of leadership, organizational personalities, and relationships outside the organization. Special emphasis will be put on topics relating to individual, interpersonal, team, and organizational dynamics.

MGT 310

Ethical Leadership

Prerequisite: MGT 210 or BUS 250

This course will focus on the ways current and emerging leaders can assess the values that influence their actions. There will be an examination of the ethical dilemmas of leadership, the foundations and context of moral judgment, the moral implication of decision making within an organization and its impact upon staff, morale, personal integrity and citizens. Students will have the opportunity to evaluate the leadership role as it relates to the shaping of an organization's ethical culture. There will be an emphasis on critical thinking, normative decision making and the role of value in implementing policies and managing an ethical organization.

MGT 340

International Leadership

Prerequisite: BUS 100

This course will examine the evolution of international and global leadership and the necessary steps organizations conducting business in other countries must take to ensure their international and global leaders will be successful. The course will cover topics such as: international and global leadership in the context of culture, intercultural-communication, diversity and inclusion, intercultural conflict, acquiring and developing global leadership competencies, and leadership theories. This course also contributes to the preparation of students for leadership roles and responsibilities for global management opportunities.

MGT 360

Nonprofit Management

Prerequisite: HSL 210 for HSL majors

This course presents students with an opportunity to develop leadership and management skills to promote growth in nonprofit organizations. Students will learn to design and implement a plan of action, as well as evaluate the outcomes of the plan. As a part of the planning process, students will learn about human resources and volunteer management, grant and financial management, and risk management.

MGT 404

Operations Management

A grade of C or above is required for this course.

Prerequisites: MGT 210 or BUS 250, and MAT 109. BUS450 and MGT404 should not be taken concurrently. Discover the direction and control of processes that convert resources into goods and services. Explore the broad areas of systems design, operation, and control. Operations management is the planning, control, and measuring of the progress of a project within the scope of a larger program body. As the global economy expands, these topics become increasingly important in the United States as we struggle to maintain our lead in productivity and competition.

UNDERGRADUATE COURSE DESCRIPTIONS

Management (MGT)

MGT 405

Strategic Management

Prerequisites: MGT210 or BUS 250.

This course will examine the strategic management process of achieving a company's objectives by evaluating the following components: mission, analysis of internal and external conditions, development of long-term goals and strategies, implementing strategies, and evaluating their results.

MGT 425

Special Topics - Management

A grade of C or above is required in this course.

Prerequisites: HRM 201 and MGT310

The professor for this course will identify a special topic, which will change based on current events and issues in the field of management. Students are encouraged to choose projects that will benefit both themselves and their existing or potential employers.

Management Information Systems (MIS)

MIS 110

Usability Principles and Interaction Design

Prerequisite: ENG 103

This course introduces students to the principles and practice of human-computer interaction (HCI), covering the design, layout and evaluation of effective user interfaces and exposing students to user analysis, usability testing and the role of HCI in the systems development lifecycle. Key topics include requirements data gathering, task analysis, human factors principles, graphical design, heuristic evaluation, and user testing.

MIS 205

Ethical Management of Information Technology

Prerequisite: ENG 103

Students are introduced to the enormous impact that ethical and legal issues play in today's information technology world. Students will think critically about the IT profession's responsibilities to its end users, clients, and to society at large. Topics addressed include the ethics of system and software development, privacy, security, intellectual property, and civil liberties. Students are provided with the foundation they need to face difficult and complex situations, make sound personal decisions, set organizational policies in difficult situations, and to make a positive impact in the IT field.

*Writing Enhanced Course

MIS 302

Project Management

Prerequisite: BIS 111 & ENG 103

Students will be prepared to focus on the management process and apply it to managing Information Systems projects. During this course, a running case study following a project implementation provides a step-by-step analysis of the management process. Assignments using Microsoft Project will allow students to practice hands-on what they are learning. The course provides the fundamental skills needed to prepare for the Project Management Institute (PMI) Certification Exam.

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

UNDERGRADUATE COURSE DESCRIPTIONS

Management Information Systems (MIS)

MIS 425

Special Topics - Technology Management

A grade of C or above is required in this course.

Prerequisites: ALL IT courses required for the bachelor's degree must be completed or concurrently enrolled.

The capstone serves as a final assessment of the program outcomes for the Technology Management program. Students assimilate the knowledge and skills they have acquired throughout their degree program.

The course requires students to prepare a portfolio of case studies analyses, policy memos and strategic recommendations, focusing on a particular topic identified by the instructor, which will change over time based on current events and issues in the field of technology management.

*Writing Enhanced Course

Marketing (MKT)

MKT 101

Introduction to Marketing

This is a survey course that covers the evolution of marketing, the variables that enter into marketing management decision-making, and the impact of both controllable and uncontrollable factors in the environment. Emphasis is placed on the marketing mix: product, price, promotion, and distribution.

*Writing Enhanced Course

MKT 204

Advertising Principles

Prerequisite: MKT 101

Explore concepts of mass communications in developing selected markets and audience appeal, along with the techniques, methods, and formats used to create persuasive messages and psychological appeals.

Compare various advertising and promotional media. Current government and industry regulations and truth-in-advertising, along with the special benefits of publicity, are also examined.

MKT 208

Internet Marketing

The integration of traditional bricks and mortar methods with Internet marketing concepts will be explored. The seven-stage cycle of Internet marketing will be discussed, as well as the developing necessity of adopting a successful Internet marketing strategy by small and large firms alike. The role of third-party Internet infrastructure facilitators will be examined. Develop and create a successful Internet marketing plan.

MKT 209

Business to Business Marketing

Prerequisite: MKT 101

This course examines the strategies and tactics used in the marketing of products and services to business and commercial customers. Topics covered in this course include understanding the purchasing function, the organizational buying process, organizational buying behavior, sales and sales management, business marketing channels, supply chain management, pricing and negotiation, and customer retention.

MKT 401

Marketing Management

Prerequisite: MKT 101

Develop a deeper awareness of the institutions and methods employed in the marketing of goods and services. Such topics as marketing strategies, opportunity and environmental analysis, new product development, and pricing are discussed.

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

UNDERGRADUATE COURSE DESCRIPTIONS

Marketing (MKT)

MKT 425

Special Topics - Marketing

A grade of C or above is required in this course.

Prerequisites: MKT 101, MKT 305, and MGT 210 or BUS 250

The professor for this course will identify a special topic, which will change based on current events and issues in the field of marketing. Students are encouraged to choose projects that will benefit both themselves and their existing or potential employers.

Public Health Administration (PHA)

PHA 101 (RIZE)

The History of Public Health

Prerequisite ENG 101

From the first introduction of government-mandated quarantines to the modern movement towards universal health care, the role of public health and governance has fundamentally shaped human societies. In this course, students will learn the role of the state in ensuring favorable public health outcomes. Students will also learn the importance of public health, understand how it is provided, and learn how it is practiced. This course is intended to introduce students to the field of public health; it is intended to be broadly accessible to all students and provide a practical understanding of the field.

PHA 120

Prerequisite PSY 101

Community Health Education & Promotion

This course explores community health education and promotion including public health-specific communication, technical and professional writing, and the use of mass media and electronic technology.

PHA 138

Health and Wellness Aspects of Cannabis Use

This introductory course provides a foundational understanding of cannabis and its potential impact on health and well-being. Topics explored include the basics of cannabis science, historical context, and relevance in modern society, including responsible use and potential risks associated with cannabis.

PHA 350 (RIZE)

Health Services

Health Services - the means by which healthcare is provided - have a complex history and evolution which has fundamentally shaped their current form. Students will learn the modern history of healthcare in high, middle, and low-income countries and explore the evolution of healthcare services from the era of the village doctor to the present day. Students will also learn about the structure and function of modern-day healthcare services, both domestically and abroad, and build the skills needed to evaluate the strengths and weaknesses of particular systems and policies. Lastly, students will examine their ideal version of a health service as it pertains to current world events.

PHA 360 (RIZE)

Epidemiology

Epidemiology is the branch of medicine which deals with the incidence, distribution, and control of a disease. In this course, students will learn and apply key concepts of epidemiology to multiple domains of public health. Students will learn how to use epidemiology to better understand, characterize, and promote health at a population level.

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

UNDERGRADUATE COURSE DESCRIPTIONS

Public Health Administration (PHA)

PHA 470 (RIZE)

Demographics, Geo-Spatial Mapping, and Qualitative Research

This course provides students with a variety of tools for understanding the impact that disease or other Public Health concerns may have on a population. Students will learn how to design effective surveys, analyze geographic data, and use qualitative information with the ultimate goal of gaining a better understanding of how events may affect the health of a particular population. This course will also require students to participate in a mapathon in order to help them build understanding of how geographic data is used in the practice of Public Health.

PHA 490

Public Health Administration Capstone

Prerequisite: HCA 460

This course is designed as the culminating experience in the public health administration program. Its focus is on evaluating, integrating, and synthesizing knowledge, skills, and competencies of general education and public health administration courses.

Peirce College New Student Orientation (PRC)

PRC 100

Student Success Seminar

A grade of C or above is required in this course.

This 3 credit course will develop the academic and professional expertise of new students by focusing on study, note-taking, time management, research, computer, and critical thinking skills. Students will learn how to efficiently use the many resources of the college, from student support services and financial aid to career development services, from the online and on campus classroom and the Peirce library to career-specific student and professional organizations. This course will teach students how to acquire and develop lifelong learning skills by providing the tools and habits needed to achieve educational, career, and personal success. This course must be successfully completed within the first 14 weeks of enrollment.

PRC 101

Peirce College 101

Peirce College 101 is a one-credit orientation course. This course is designed to help students who have transferred or returned to Peirce College with 15 or more credits adjust to college study and establish skills that will assist them in being successful at Peirce College. This course must be successfully completed within the first 14 weeks of enrollment. Students must earn a "P" to pass this course.

Political Science (PSC)

PSC 101

Introduction to American Government

Students will be introduced to the American federal government system by exploring foundational documents of the government, the three federal branches, the bureaucratic structure, and the political party and campaign systems of the United States. The course draws upon understanding of the development of the American political system to explain contemporary political issues.

UNDERGRADUATE COURSE DESCRIPTIONS

Political Science (PSC)

PSC 103

Introduction to Comparative Government

Students will explore the diverse forms of government in several countries through weekly case studies. The course will examine governments from countries in Europe, Asia, and North America. Emphasis will be placed on developing an understanding of how a country's history and political institutions influence political processes and decisions. Connections will also be made between students' field of study and political issues in international governments.

Psychology (PSY)

PSY 101

Introduction to Psychology

Discover the basic principles and theories of psychology with an emphasis on application and understanding of this information as it relates to us as individuals, members of the workforce, and members of society. The course also identifies some of the key figures in the discipline and their approach to the subject.

PSY 270

Abnormal Psychology

Prerequisite: PSY 101

This course introduces students to psychopathology, the scientific study of abnormal behavior, including diagnosis, epidemiology, etiology, and treatment. Students will be encouraged to think critically about the topics and draw from real life situations.

Science (SCI)

SCI 105

Exploring the Science of Life

This is a general biology course designed for the non-science major that explores life on earth from its smallest form, cells, to its largest form, population. Topics such as cells, genetics, evolution, diversity of life and ecology will be introduced through the text as well as guided hands-on laboratory activities.

SCI 220

The Physical World

The course content is an overview of the interrelated systems of the earth including internal, surface, and external origins and actions. Because knowledge and understanding of our planet is critical to our social well-being and vital to our survival, the course provides experiences to enhance awareness of the scientific principles that influence our planet, its rocks, landforms, atmosphere, and water. This course is a meaningful, non-technical course promoting basic understanding of earth science principles and concepts.

SCI 240

Anatomy and Physiology I

A grade of C or above is required for all health majors.

An introduction to the structure and function of the human body, this course explores basic chemistry and biochemistry, cells, tissues, and membranes. The body systems examined in this course include the integumentary, muscular, central nervous, peripheral and autonomic nervous system, special senses, and the endocrine system.

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UNDERGRADUATE COURSE DESCRIPTIONS

Science (SCI)

SCI 250

Anatomy and Physiology II

Prerequisite: SCI 240

A grade of C or above is required for all health majors.

A continuation of SCI 240, topics examined include blood, heart, circulation and blood vessels, the lymphatic and immune systems, and infection control and standard precautions. The body systems examined in this course include the respiratory, digestive, urinary, and reproductive. Other topics explored include nutrition, genetics, and genetically linked diseases.

SCI 270

Pathophysiology

A grade of C or above is required for HIT, HIA, and Medical Coding Certificate students.

Prerequisites: HIT 101 and SCI 240 for HIT, HIA, and Medical Coding Certificate students. SCI 240 and SCI 250 for all other majors.

This course examines foundational disease concepts, including the mechanisms of disease, neoplasms, inflammation, and infection. Common diseases and disorders by body system are explored with an emphasis on common signs and symptoms, etiology, diagnosis, diagnostic tests, treatment, prevention, and the effects of aging. Other topics include genetics, childhood diseases, and mental health disorders.

SCI 330

Environmental Science

Prerequisite: ENG 103

Hot topics such as global warming, alternate energy sources, human population, and air pollution are covered in this course. Other topics such as environmental history, politics, and economics will be addressed. Students will be challenged to learn and discuss current environmental issues and to compare past issues and their impact on the environment that we live in and perceive in the present. What will the future of earth as an environment inhabited by the human race look like?

Supply Chain Management (SCM)

SCM 301 (RIZE)

Forecasting and Logistics

This course provides a broad overview of the planning and execution of customer demand. It is divided into two parts: forecasting and logistics. In the first segment, we cover the three major building blocks of logistics networks: transportation, warehousing, and inventory. After completing this section, you will be able to differentiate the advantages and disadvantages of different modes of transportation. You will understand what goes into designing and setting up a warehousing facility. Finally, you will be able to discuss the development of logistic networks that minimize costs and deliver top customer service. In the second segment, we cover planning and forecasting. Matching supply and demand requires planning. You will master different forecasting techniques essential for building a sales and operations plan. At the completion of this section, you will have the tools and techniques to analyze demand data, construct different forecasting techniques, and discuss the most suitable one for projecting future demand.

UNDERGRADUATE COURSE DESCRIPTIONS

Supply Chain Management (SCM)

SCM320 (RIZE)

Sourcing and Operations

Prerequisite: SCM 301 (RIZE)

This course provides an overview of sourcing and operations. It is divided into two parts. In the first part, students will learn the key components of sourcing: supplier selection, supplier segmentation, make vs buy decisions and supplier relationships. In the second part, students will learn both the Lean Inventory methodology and the Six Sigma methodology. This will allow them to improve supply chain operations. Students will have the opportunity to apply this knowledge to a product of their choosing. Lastly, the course will be supplemented by guest lecturers who have significant experience in supply chain management.

SCM 425 (RIZE)

Supply Chain Management and Logistics Capstone

Prerequisite: All other courses must be completed

This course asks students to apply the skills they have learned in their business and supply chain management education to a series of challenges. In the first part, students solve challenges in logistics, operations, planning, and sourcing faced by a fictional company. In the second part, students will be tasked with addressing a real supply chain problem, and will work in groups to produce a solution which will consist of a report and a presentation. In this capstone project, students will take on the role of supply chain consultants, redesigning the existing supply chain of a consumer products company with the goals of implementing lean inventory management, and using six sigma processes to improve efficiency and allow the company to bring new products to market more rapidly. At the end of the course, students will therefore have real world experience that they can show employers as part of a larger portfolio. Students will also have the opportunity to present their final projects to supply chain professionals, which will allow them to gain an understanding of how their knowledge will interact with the real world and will serve as a de-facto screening process for a coveted role within the industry.

Sociology (SOC)

SOC 101

General Sociology

Fundamental concepts of human relationships are explored, including class stratification and social mobility in America, the mass media, the family, religion, education, and global inequality. The course also focuses on how key sociological theories are applied.

SOC 240

Sociology of Behavior and Illness

Examine the relationship between social factors and health, interaction between practitioners and patients, and the impact of the health care delivery system on the individual's ability to adapt. The course will focus on how key sociological theories are applied to health, illness, and health care.



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