College of Innovation and Design

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College of Innovation and Design Web Site (https://www.tamuc.edu/college-of-innovation-and-design/)

The College of Innovation and Design is a university-wide hub that works collaboratively with faculty, students, alumni and industry to assess and prepare students for the demands and opportunities of our ever-changing world and workplace. The college serves as an incubator for new initiatives, badges, certificates and degrees that transcend single disciplines or departments. Together, we ensure students are successful for their first year of college as well as for their first, second or third career later in life.

Our online degree options are perfect for working adults who are seeking to earn a degree or certificate. Whether you choose our self-paced, competency-based programs or our online programs that provide a more structured environment, you are sure to find learning opportunities that match your learning style. Our dedicated advisers, housed within the college, ensure your needs are met and provide one-on-one guidance, either virtually or face-to-face.

Mission

By combining unique programs, personalized advising, the College of Innovation and Design provides students with the knowledge, confidence and practical tools needed to become career-ready professionals, prepared to compete in the marketplace and add value to the global environment.

Vision

Unlocking the future of learning by redesigning education for diverse learners.

Bachelor of Applied Arts and Sciences

The Applied Science program produces professionals who can adapt to and succeed in rapidly changing and dynamic workplaces. The three main areas of focus include interpersonal skills, project management, and data management, and center on developing the skills needed to lead and understand people, negotiate the various aspects of projects, and interpret data that translates into sound business decisions. Our 16-week professor-led courses provide you the structure to move decisively toward graduation and your future career. By maximizing your transfer credits, you can capitalize on what you have learned and then complete courses with real-world application to prepare for future employment.

BAAS in Organizational Leadership

The Bachelor of Applied Arts and Sciences (BAAS) in Organizational Leadership degree at Texas A&M University-Commerce is a competency-based program that prepares innovative leaders for employment in an increasingly technological and global society. This program provides opportunities for you to leverage your previous work and life experience to accelerate completion of your degree, and because it is fully online, you are able to plan your study schedule around the rest of your day to complete the coursework. Up to 84 semester hours may be transferred into the program (including WCEM and military credits) and the remaining courses are offered in 7-week terms.

BSCJ with Emphasis in Law Enforcement Leadership

The Bachelor of Science in Criminal Justice with an emphasis in Law Enforcement Leadership (BSCJ-CJCB) at Texas A&M University-Commerce is a 100% online, competency-based program designed specifically for law enforcement, peace officers and military personnel with existing work experience, police academy training, or other certifications. Courses are offered in an accelerated format, so students can move swiftly through material they already have mastery over, and focus more attention on topics that are new and challenging to their existing knowledge base. The courses are self-paced, so students can work according to their own schedule. Students in the BSCJ-CJCB program develop practical workplace competencies that meet current and future challenges facing first responders today. Up to 30 semester hours of lower-level Criminal Justice credit may be awarded for those with TCOLE Basic Peace Officer certification in Texas or Council on Law Enforcement Education and Training (CLEET) in Oklahoma or U.S. Customs and Border Protection (USCBP) Training. Up to 27 semester hours of lower-level Criminal Justice credit may be awarded for those with Peace Officer Standards and Training Council (POST) certification from Louisiana. Up to 84 semester hours may be transferred into the program and the remaining courses are offered in 7-week terms.

General Studies B.G.S.

The **Bachelor of General Studies** (BGS) is a degree available through the College of Innovation and Design at Texas A&M University-Commerce. The degree provides maximum flexibility for students who wish to delve deeper into any course of study rather than pursue one of the established majors at A&M-Commerce. Students must complete at least 12 semester hours of coursework from two different academic colleges and general education requirements. Up to 84 semester hours (including WCEM and military credits) can be accepted. The remaining coursework may be completed online in traditional 16-week semesters.

Bachelor of Applied Arts and Sciences in Safety and Health

Become an effective and innovative leader with a competency-based program that prepares students to examine ethical and legal issues in safety and health, analyze data to manage projects and find solutions, and develop strategies for hazard prevention in the workplace. Designed for the working professional, this program offers fully online coursework so you can plan your studies around your busy life. This program recognizes the Certified Safety and Health Official certificate issued by the Texas A&M Engineering and Extension.

Bachelor of Applied Arts and Sciences in Health Services Administration

Become an effective and innovative leader with a competency-based program that prepares you for a rewarding and impactful career in the ever-expanding healthcare field. Designed for the working professional, this program offers fully online coursework so you can plan your studies around your busy life. Receive credit for what you know and can do, then accelerate your degree completion and job promotion opportunities.

Bachelor of Applied Arts and Sciences in Human Resource Development

The Bachelor of Applied Arts and Sciences in Human Resource Development is a competency-based program that will assist students in developing leadership skills to become a human resource professional that prepares employees for future positions as well as retaining and enhancing existing talent. Our courses will help employees develop new attitudes, skills and knowledge to grow as future leaders. Coursework will cover employee training and development, performance improvement, emotional intelligence, coaching, succession planning, employee career development and organizational culture and development. This degree will prepare students for roles in a wide range of industries, from business to education. Those with SHRM [Society for Human Resource Management] or PHR [Professional in Human Resources] certification may receive college credit for these credentials.

The Bachelor of Applied Arts and Sciences in City Planning and Public Administration

The Bachelor of Applied Arts and Sciences in City Planning and Public Administration is a competency-based program that will help equip future city planners and city administrators with the knowledge and skills necessary to tackle the complex challenges facing both urban and rural cities. Coursework will cover economic growth and development, infrastructure, technology and environmental needs, strategic planning for sustainability, effective government, land-use codes and zoning, and attention to inequalities, access and quality of life. This degree will focus on the unique nexus of urban planning and rural development, and prepare professionals interested in city and regional government, housing, transit, nonprofits and more.

Applied Arts and Sciences (http://coursecatalog.tamuc.edu/undergrad/colleges-and-departments/college-of-innovation-design/baas/)

BAAS in Organizational Leadership (http://coursecatalog.tamuc.edu/undergrad/colleges-and-departments/college-of-innovation-design/baas-organizational-leadership/)

BSCJ with Emphasis in Law Enforcement Leadership (http://coursecatalog.tamuc.edu/undergrad/colleges-and-departments/college-of-innovation-design/emphasis-law-enforcement-ldshp/)

General Studies B.G.S (http://coursecatalog.tamuc.edu/undergrad/colleges-and-departments/college-of-innovation-design/gerneral-studies/)

Bachelor of Applied Arts and Sciences in Safety and Health (http://coursecatalog.tamuc.edu/undergrad/colleges-and-departments/college-of-innovation-design/safety-and-health/)

Bachelor of Applied Arts and Sciences in Health Services Administration (http://coursecatalog.tamuc.edu/undergrad/colleges-and-departments/college-of-innovation-design/baas-health-services-administration/)

Bachelors of General Studies - Competency-Based (http://coursecatalog.tamuc.edu/undergrad/colleges-and-departments/college-of-innovation-design/general-studies-cb/)

Coaching Athletics (http://coursecatalog.tamuc.edu/undergrad/colleges-and-departments/college-of-innovation-design/undergraduate-certificate-in-coaching-athletics/)

JEDI: Justice, Equity, Diversity and Inclusion Undergraduate Certificate (http://coursecatalog.tamuc.edu/undergrad/colleges-and-departments/college-of-innovation-design/jedi-cert/)

THEC: The Human Experience Humanities Certificate (http://coursecatalog.tamuc.edu/undergrad/colleges-and-departments/college-of-innovation-design/thec-cert/)

BAAS 100 - CBE - Orientation
Hours: 0

BAAS 301 - Pathways, Purpose, Exploration, and Career
Hours: 3
Students will explore the changing future of work and their place in it. Planning for academic success and future career opportunities will be discussed. Students will also learn about personal leadership, reflecting on their own strengths and abilities, and will draw upon perceptions from others to construct their own understanding of leadership.

BAAS 303 - Interpersonal Relationships and Communication in Organizations
Hours: 3
Students will explore the skills needed to maneuver effectively in a diverse world of work. Awareness of self and others is required to maintain effective interactions and productive work groups. Practical applications will be considered to supply students with the needed information to develop intercultural competencies with an emphasis on professional writing and attitude.

BAAS 326 - Exploring Spreadsheets
Hours: 3
The purpose of this course is to prepare students to creatively use industry-standard software. More than an introduction to these tools, this course will delve deeper into the intermediate skills necessary for today's managers. Students will have the opportunity to earn the Entry Level and Advanced Microsoft Office badges in Excel. This course also prepares students for the Microsoft Office Specialist Certification exam in Excel 2019.

BAAS 345 - Leadership Techniques
Hours: 3
Provides a comprehensive and applied understanding of leadership and management functions to prepare individuals to effectively mentor and develop tomorrow's leaders while leading and managing today's organizations. Focuses on the critical knowledge and skills necessary to accomplish organizational goals and objectives.

BAAS 351 - Planning, Budgeting, and Decision Making
Hours: 3
This course covers key components of financial leadership by exposing students to financial skills needed for professional and personal success. Emphasis on financial decision-making, asset purchases, financing options, budgeting, analysis, and interpretation of financial data.

BAAS 397 - SPECIAL TOPICS
Hours: 3
Special Topics. Three semester hours. Organized class. May be repeated when topics vary.

BAAS 408 - Data Visualization
Hours: 3
This course will provide intermediate skills in data visualization using industry-standard business intelligence software. Students will develop visualizations from existing data and learn to use various charts, graphs, maps, dashboards, and stories. Corequisites: BAAS 326.

BAAS 445 - Ethical Decision Making
Hours: 3
The study of strategies and interpersonal communication systems that provide today's management with accurate and quality information on which to base decisions and to be effective in the day to day negotiations within the business environment.

BAAS 489 - Independent Studies
Hours: 1-3
Independent Studies - Three semester hours Individualized instruction/research at an advanced level in a specialized content area under the direction of a faculty member. Prerequisite Consent of head. Note May be repeated when the topic varies.

BAAS 497 - SPECIAL TOPICS
Hours: 3
Special Topics. Three semester hours. Organized class. May be repeated when topics vary.

BGS 100 - CBE - Orientation
Hours: 0

BGS 401 - Globalization
Hours: 3
This course provides coverage of a broad survey of global business issues; analyzes the environment in which international business operates; introduces multinational enterprises; global competition, international organizations, treaties and international laws, national trade policies, and the determinants of competitiveness of United States firms in international markets.

BGS 402 - Research Methods
Hours: 3
The purpose of this course is to investigate the techniques of the research process as applied to topics regarding your future career. Experience is gained in defining a research problem. Also, an analysis of pertinent literature on your topic is conducted. Clear and concise writing is emphasized while learning to use the APA style of writing.

BGS 404 - Organizational Dynamics and Diversity
Hours: 3
This course offers an opportunity to discuss and apply principles, tools, and methods to successfully implement change and innovation within organizations. Focuses on utilizing diversity within the workplace to create an environment conducive to creativity and innovation while also realizing the external forces that lead to change.

BGS 405 - Capstone: Designing Your Future As An Innovative Leader
Hours: 3
This course is intended to be taken at the end of a student's college career and uses design thinking to address the 'wicked problem' of designing your life and career. The course employs a design thinking approach to help students from any major develop a constructive and effective approach to finding and designing their vocation after A&M Commerce. It also prepares students to articulate their marketable skills to future employers. Topics include the integration of work and worldviews, the realities of workplace engagement, and practices that support vocation formation throughout your life. The capstone assignment is creating an action plan following your A&M – Commerce graduation and drawing upon skills, knowledge, and key assignments.

BGS 480 - Internship
Hours: 0
An internship is a supervised work experience that provides students with an opportunity to apply classroom-based knowledge while gaining practical work experience in their chosen career field. Projects are identified by employers and then aligned with a curriculum, and typically completed within a 10-14 week period. The objective is for students to learn, apply, or integrate knowledge in a cooperative manner between the university and regional employers. The focus here is on applying theory from learning to practice.

BGS 481 - Foundations of Project Management
Hours: 3
This course is designed to teach students the essential concepts of project management from an applied perspective and will specifically focus on project management principles, the various phases and processes of a project, and project planning and implementation.

BGS 489 - Independent Study
Hours: 0-4
Individualized instruction May be repeated when the topic varies.

BGS 492 - Innovative Tools for Project Management
Hours: 3
This course builds on the foundation of basic project management and provides coverage of advanced topics in project scheduling, risk and quality management, and cost control, as well as providing comprehensive knowledge of scheduling and other Project Management tools. Prerequisites: BGS 481.

BGS 497 - Special Topics
Hours: 0-4
Organized class. May be repeated when topics vary.

CA 301 - Introduction to Coaching
Hours: 3
This course introduces students to coaching as a profession. Emphasis is placed on the role of professionalism in the field of coaching, as well as the different qualities and abilities that make a good coach. Students also examine the importance of communication and conflict management in not only the coach and athlete relationship, but also in the relationships that coaches have with other coaches, teachers, administrators, and parents.

CA 302 - Coaching Operations
Hours: 3
The focus of the course is on preparing and keeping athletes safe. Emphasis is placed on the legal issues faced by coaches as well as the importance of preparing athletes' bodies and minds. Aspects of game and facility/equipment management is also explored.

CA 303 - Mentoring, Leading, and Motivating
Hours: 3
The course focus is on leadership in coaching, with an emphasis on leadership theories as they apply to coaching and sport management. Aspects of teams and group dynamics, communication, and conflict management are also covered along with leadership challenges in coaching such as gender gaps, race, and ability.

CA 304 - Directing Athletics

Hours: 3

The focus of this course is on the principles, responsibilities, and training needed to become a successful athletic director. Emphasis is placed on problem-solving and decision-making skills in areas such as management and communication. The course also examines the management and responsibilities of athletic programs, as well as the ways leaders can improve operations.

CID 1300 - The Student and The University

Hours: 3

Students explore the intersection of learning, cognition, and motivation to develop learning strategies while adjusting to the University environment. The course strengthens students' communication and critical thinking skills by helping them negotiate common challenges of their first year in college. Through attention to the whole person, students grow in personal wellness, financial and information literacy, and career readiness. This course satisfies three hours of the Component Area Option (090) of the Texas Core Curriculum.

CID 1301 - Foundations of Cultural Competence

Hours: 3

This course offers an overview of cultural competence considerations, including the definition of cultural competence, characteristics of different cultural systems, behaviors of culturally competent individuals, and the relationship these considerations have on justice.

CID 2300 - Learn and Lead

Hours: 0

This course is for students who serve as mentors to first-year students. In this course, students will learn theories of leadership, how to apply their leadership skills in their mentor groups, and will receive training to on important topics relevant to university leadership and engagement including inclusivity, mental health, information literacy, Title IX, working with students who require educational accommodations, et cetera.

CID 2301 - The Human Experience

Hours: 3

The Human Experience introduces students to humanities-based inquiry by guiding students through an exploration of important humanistic questions ethical and moral issues across all elements of the human experience and engages students to consider various cultural positionalities and knowledge-making traditions. Through the deep focus on a connecting theme, students will engage in holistic discussions of topics addressing fundamental questions about human life and human interactions, develop the skills of humanistic inquiry (including critical thinking, research, literacy skills, and communication skills), and learn to apply their knowledge to their personal, professional, and academic goals in a dynamic and diverse world. This course is the foundational course for the Humanities Certificate program, a grant-funded, TAMU System-wide initiative designed to create an intentional connective pathway through the core curriculum to infuse the humanities and humanities-based inquiry into student degree pathways and encourage students to see the relationships between larger questions of the human experience and their own lives and goals.

CID 100 - Orientation

Hours: 0

This course will serve as an orientation for those entering the CID programs, highlighting the expectations and requirements of the program.

CID 302 - Statistics

Hours: 3

This course introduces the topics of descriptive statistics (measures of central tendency and variation and representing data graphically) and statistical inference. Inference will involve sampling techniques, estimation, hypothesis testing, and simple regression. Applications emphasize interpretation of data and inferences for improvement.

CJCB 1301 - Introduction to Criminal Justice

Hours: 3

This course provides a historical and philosophical overview of the American criminal justice system, Including the nature, extent, and impact of crime; criminal law; and justice agencies and processes.

CJCB 1306 - Court Systems and Practices

Hours: 3

This course is a study of the court system as it applies to the structures, procedures, practices and sources of law in American courts, using federal and Texas statutes and case law.

CJCB 1307 - Crime in America

Hours: 3

American crime problems in historical perspective, social and public policy factors affecting crime, impact and crime trends, social characteristics of spe¬cific crimes, and prevention of crime.

CJCB 1310 - Fundamentals of Criminal Law

Hours: 3

This course is the study of criminal law including application of definitions, statutory elements, defenses and penalties using Texas statutes, the Model Penal Code, and case law. The course also analyzes the philosophical and historical development of criminal law and criminal culpability.

CJCB 1313 - Juvenile Justice System
Hours: 3
This course is a study of the juvenile justice process to include specialized juvenile law, role of the juvenile law, role of the juvenile courts, role of police agencies, role of correctional agencies, and theories concerning delinquency.

CJCB 2301 - Community Resources in Corrections
Hours: 3
This course is an introductory study of the role of the community in corrections; communi¬ty programs for adults and juveniles; administration of community programs; legal issues; and future trends in community treatment.

CJCB 2313 - Correctional Systems & Practices
Hours: 3
This course is a survey of institutional and non-institutional corrections. Emphasis will be placed on the organization and operation of correctional systems; treatment and rehabilitation; populations served; Constitutional issues; and current and future issues.

CJCB 2314 - Criminal Investigation
Hours: 3
This course examines theories and practices of the investigation process in the criminal justice system and analyzes information and application of operational techniques relating to crime scenes, forensic sciences, interviews, and interrogations; as well as, the study of issues concerning rules of evidence, trial testimony, and other constitutional processes.

CJCB 2323 - Aspects of Law Enforcement
Hours: 3
This course examines police authority; responsibilities; constitutional constraints; laws of arrest, search & seizure; and police liability.

CJCB 2328 - Police Systems & Practices
Hours: 3
This course examines the establishment, role and function of police in a democratic society. It will focus on types of police agencies and their organizational structure, police-community interaction, police ethics, and use of authority.

CJCB 100 - CBE - Orientation
Hours: 0
This course will serve as an orientation for those entering the CJCB program, highlighting the expectations and requirements of the program.

CJCB 302 - 21st Century Policing
Hours: 3
An introduction to policing strategies as best practices designed to help agencies promote effective crime reduction while building public trust and safeguarding officer well-being. Areas of emphasis are internal processes affecting culture, policy, administrative process, and training; as well as external processes affecting transparency, community engagement, and interactions with various populations.

CJCB 303 - Ethics, Values and Professionalism in Policing
Hours: 3
An examination of the nature and importance of police ethics and the factors that affect police integrity in today's world, such as political factors and legal restrictions; all of which that would require professional communication skills and problem-solving strategies.

CJCB 304 - Critical Incident Decision Management
Hours: 3
This course helps prepare emergency response officials tasked with the critical incident command, specifically police operations, and provides them with the knowledge, skills and best practices and procedures essential to the effective and efficient planning and direction of such operations in crisis situations.

CJCB 305 - Communication
Hours: 3
This course concentrates on effective communication of law enforcement and criminal justice professionals for a range of audiences: the public, media, court officials, etc. Focusing on both oral and written communication, students will improve their general public speaking abilities, apply principles of de-escalation, and understand why communication is essential to the role of police in today's society.

CJCB 306 - Officer Wellness
Hours: 3
Wellness, as a multi-dimensional phenomenon will be examined, including physical, emotional, mental well-being, especially as it relates to concerns associated with policing. Support resources for police, co-workers, family and significant others will also be explored.

CJCB 307 - Technical Writing
Hours: 1
This course teaches students to write documents for professional and general audiences, research reports, and other documents appropriate to the field of criminal justice. Corequisites: CJCB 308 : Crime Analysis.

CJCB 308 - Crime Analysis
Hours: 2
An introduction to Crime Analysis and an understanding of its application within smaller jurisdictions. Students learn how to design, fund, establish, and staff a crime analysis unit using evidence and statistical data for a smaller jurisdiction. This is a data analysis and applied statistics course that emphasizes interpretation and application of data rather than the calculation or algebra behind these numbers. Students will become familiar with common databases used by police organizations. Corequisites: CJCB 307 : Technical Writing

CJCB 309 - Procedural Justice
Hours: 3
Employing the four pillars of procedural justice, students will learn effective ways to increase public trust and confidence in police. This course will strengthen police legitimacy and communication competency with the community and special populations.

CJCB 402 - Leadership
Hours: 3
Managing a successful policing organization requires the application of strong interpersonal leadership skills to work effectively with people in a variety of roles. Students learn effective leadership strategies including improving communication, team effectiveness, change management, conflict resolution, and ethical decision-making practices.

CJCB 403 - Policing the Future
Hours: 3
This course will focus on cutting-edge developments in law enforcement, the problems they pose for policing and the agile management strategies necessary to address them. Topics such as crypto-currency and financial crimes will be presented. Policing strategies such as intelligence-led policing, predictive policing and new technologies that are leveraged to address these new challenges will be analyzed.

CJCB 404 - Critical Shift
Hours: 3
This course prepares students for changing role responsibilities and duties that are often experienced by law enforcement: different carrying out multiple job titles, lateral transfers, sworn and unsworn dynamics. Emphasis will be placed on the mind and skill set necessary for being an effective manager, as well as building culture and motivating for high performance.

CJCB 405 - Evidence-Based Policing
Hours: 3
This course provides students with an analysis of how scientific evidence can be used to create proactive law enforcement decisions. Evidence-based strategy, problem-oriented policing and the implications of this for supervisor leadership roles will be discussed.

CJCB 406 - Implicit bias
Hours: 3
Students will build awareness to understand what unconscious bias is and why it matters. Students will develop skills to recognize and take action to manage bias. Emphasis will be placed on effective management strategies to work for inclusivity in the workplace and with the public.

CJCB 407 - Organizational Culture in Public Safety
Hours: 3
This course examines the interaction between leadership and organizational culture, with an emphasis on their relationship within law enforcement and criminal justice organizations. Develop a personal definition of leadership based on readings and self-disclosure inventories. Develop a clearer understanding of and ability to articulate one's personal leadership philosophy with emphasis on providing options for future leadership opportunities.

CJCB 408 - Critical Thinking & Decision Making
Hours: 3
This course expands students' knowledge of the thinking process that guides us through all the phases of generating and evaluating new ideas, and can help organizations solve problems using rational thought and logical decision-making. Students will acquire knowledge to apply to problem-solving and practice situations that enhance decision-making abilities, de-escalation situations, and conflict

CJCB 409 - Homeland Security/Terrorism
Hours: 3
This course prepares law enforcement professionals to face security problems posed by criminal and political terrorism - regionally, nationally, and internationally. It will identify various forms and typologies of terrorist activities, their consequences and preventive measures particularly relevant to criminal justice professionals, law enforcement and military personnel.

CJCB 499 - Capstone
Hours: 3
Students critically apply theories and evidence-based best practices learned to throughout the program to apply to contemporary challenges in urban policing and crime prevention including, but not limited to, police culture, patrol methods, the war on drugs, corruption, "broken windows", use of force, race, police/community relations, and terrorism.

GSCB 100 - CBE - Orientation
Hours: 0

GSCB 301 - Pathways, Purpose, Exploration and Career
Hours: 3
Students will explore the changing future of work and their place in it. Planning for academic success and future career opportunities will be discussed. Students will also learn about personal leadership, reflecting on their own strengths and abilities, and will draw upon perceptions from others to construct their own understanding of leadership.

GSCB 402 - Innovative Design for Problem Solving
Hours: 3
Students will be oriented to address the following questions: what problem in the world do I want to be part of the solution to, and how am I, myself, a problem to be solved? In this course, students will research a problem related to their aspiring career interests. Students will also learn to overcome obstacles that may limit a growth mindset personally and professionally. Prerequisites: GSCB 301 (can be taken concurrently).

GSCB 404 - Leveraging Diversity in Design and Leadership
Hours: 3
Changing demographics and globalization patterns shape the context of employment trends and necessitate an innovative leader that is culturally competent and aware of their own biases. In this course, students will explore their future career plans and analyze their capacity to work in a diverse environment and with diverse co-workers. Implications of this for leadership will be discussed. Prerequisites: GSCB 301 with a minimum grade of B and GSCB 402 with a minimum grade of C.

GSCB 405 - Capstone: Designing Your Future as an Innovative Leader
Hours: 3
This course provides an opportunity to reflect on what has been learned about life design, career development, the future of work, and leadership in all previous courses in the BGS program. Students will apply this learning to demonstrate mastery in the program learning outcomes of written/oral communication, career management, integrative learning, critical thinking/problem solving, and leadership. Prerequisites: GSCB 301 and GSCB 402 with grades of B or better. GSCB 404 (can also be taken concurrently).

GSCB 491 - H Ind Honors Readings
Hours: 3
Individual Honors Readings. Three semester hours.

HSCB 100 - CBE - Orientation
Hours: 0

HSCB 200 - Health Care Reimbursement Systems
Hours: 3
In this course, students will become familiar with common medical billing practices, the health insurance industry, legal and regulatory issues and differences in reimbursement methodologies. The student will learn principles of medical billing related to proper claim form preparation, submission and payment processing.

HSCB 201 - Electronic Health Records
Hours: 3
This course serves as an introduction to Electronic Health Record (EHR) systems. The course covers the background and history, and issues and barriers to system adoption and health information technology. Students are exposed to various types of EHR systems to help them understand the strengths and weaknesses of the various EHR systems.

HSCB 280 - Special Populations
Hours: 3
Attention will be paid to the unique challenges to our nation's health and health care systems by a range of special populations, including: veterans, elderly, those with substance-abuse problems or disabilities, and others.

HSCB 300 - Introduction to the U.S. Healthcare System
Hours: 3
This course is an introduction to the structure, operation and financing of the American healthcare system. It examines the major industry participants, how health care services are allocated and financed, the factors that influence the cost and quality of care, and opposing positions on the future of healthcare reform. An overview of epidemiological trends that impact patients and create emerging challenges for the U.S. Healthcare system will also be examined.

HSCB 301 - Inter-professional Communication
Hours: 3
The goal of this course is to prepare students with the knowledge, skills and attitudes necessary for collaborative inter-professional practice. Students will be encouraged to learn about, from and with other health care professions to enable effective teamwork and improved health outcomes.

HSCB 320 - Financial Issues in Health Services
Hours: 3
Presents a broad overview of healthcare finance and focuses on tasks that are essential to the operational management of healthcare services, including estimating costs and profits, planning and budgeting, analyzing new equipment purchases, using metrics ot monitor operations and working with financial statements.

HSCB 321 - Health Informatics
Hours: 3
This course presents the knowledge, infrastructure, functions and tools of health informatics. Students will become familiar with the core concepts and issues confronting managers in the health sector associated with planning, implementation and evaluation of information systems. The course exposes students to the practice of mapping and interpreting health information.

HSCB 380 - Culture, Inequalities and Social Justice in Health
Hours: 3
This course exposes students to social justice challenges associated with race, ethnicity, social class, gender, migration status, and culture; all of which ultimately affect human health and create health disparities. Students will be introduced to the concept of health equity and a broad overview of health disparities

HSCB 430 - Quality Management and Performance Improvement
Hours: 3
This course gives students a broad based understanding of quality principles, management systems, place present day quality systems and initiatives in historical context, and manage and modify quality systems to maintain customer focus. Explores key roles in healthcare organizations as well as project planning and execution, managing change, personnel management and ethics in healthcare environments.

HSCB 431 - Critical Incident Management in Health Services
Hours: 3
Decision making, incident command, EOC operations, coordination and service delivery strategies will also be discussed. Students will apply these skills to develop leadership strategies to handle public relations scenarios in a range of health-related situations.

HSCB 440 - Health Policy and Advocacy
Hours: 3
This course examines major strands of U.S. health policy. Detailed discussion are given to the relationship of national policy to the planning, implementation and funding of health care services. Development planning, political advocacy and networking are all discussed..

HSCB 441 - Healthcare Ethics & Legal Issues for Leaders
Hours: 3
This interdisciplinary course will explore interconnections among ethics, law and health care by examining legal-medical ethics cases, legal rules and ethical principles. Controversial issues such as access to health care, patient's rights, disorders of consciousness and organ transplantation will also be discussed. Attention will also be given to the role of ethics consultants and ethics committees.

HSCB 499 - Health Services Administration Capstone
Hours: 3
This course is designed to demonstrate a student's mastery of the discipline and ability to apply knowledge acquired throughout the program to solve a real world problem related to their future health-related career interest.

ORGL 3311 - Foundations of Organizational Leadership
Hours: 3
This course offers an overview of issues related to organizational leadership, including the definition of organizations, theories of leadership, and the characteristics and behaviors of leaders as well as varying contexts under which leaders must perform.

ORGL 3321 - Organizational Communication
Hours: 3
This course focuses on both formal and informal communication within organizations. It also examines how organizations exhibit their organizational climate and culture. This course provides opportunities and tools for students to further develop their communication skills and apply that learning in organizational settings.

ORGL 3322 - Organizational Ethics
Hours: 3
This course provides an examination of ethics in the workplace and the role of organizational leaders in fostering ethical behavior. Case studies, discussion, self-assessment exercises and reading assignments explore the basic frameworks of ethical dealings and moral leadership. Students will demonstrate a competency in critical thinking skills to both identify and remedy ethical issues typically encountered in organizational settings and interactions. Prerequisites: ORGL 3311 or ORGL 3311 concurrent enrollment.

ORGL 3331 - Data Driven Decision Making
Hours: 3
This course examines the role of quantitative data in managerial and entrepreneurial decision-making. The course draws upon quantitative tools and analyses from several disciplines, especially, statistics, economics, accounting, and finance. The course study demonstrates the usefulness of these tools and analyses in providing optimal technical options in decision-making situations. The emphasis of the courses is on the interpretation and translation of data into information for the benefit of internal and external consumers.

ORGL 3332 - Organizational Behavior
Hours: 3
This course provides an examination of ethics in the workplace and the role of organizational leaders in fostering ethical behavior. Case studies, discussion, self-assessment exercises and reading assignments explore the basic frameworks of ethical dealings and moral leadership. Students will demonstrate a competency in critical thinking skills to both identify and remedy ethical issues typically encountered in organizational settings and interactions.

ORGL 4341 - Leadership Theory
Hours: 3
This course focuses on the principles and practice of management in an organizational setting. The course is designed to provide students with the knowledge and skills that can be used to analyze organizational processes and address challenges inherent in managing organizations, operations, and projects. Management theory is applied to practical problems in planning, organizing, leading, and controlling workplace situations and business activities.

ORGL 4342 - Leading Diverse and Inclusive Teams
Hours: 3
This course examines diversity and inclusion at the individual, group, and organizational levels. Students will apply concepts, tools, and strategies to help them promote diversity and inclusion among teams. Topics include leadership efforts to ensure diversity and inclusion efforts across gender, race, ethnicity, socioeconomic class, culture, generations, and others. Course also emphasizes cross-cultural competence for leaders in modern organizations. Students will develop and improve the knowledge and skills needed to lead diverse, inclusive, and multidisciplinary teams in modern organizations.

ORGL 4343 - Leading Change
Hours: 3
This course offers in-depth analysis of prevalent issues related to organizational change. Upon completion of this course, the student will be able to: recognize and describe organizational change in varied organizations, explain and demonstrate behaviors/characteristics to establish credibility and legitimacy as a change agent and recognize the current dynamic social, political, and cultural environment for change and its potential impact on contemporary organizations. Prerequisites: ORGL 3331, ORGL 3332 and ORGL 4341 concurrent enrollment.

ORGL 4344 - The Organization of Public Education
Hours: 3
This course focuses on the organization, structure, and management of the American public school system. The course is designed to provide students with an understanding of the role and function the American public school system and how it has been transformed over time to meet the needs of students. Topics include leadership efforts to ensure diversity and inclusion efforts across gender, ethnicity, socioeconomic class, culture, and identity. Students will create a timeline and analysis of critical issues in public K-12 education. Course will replace ORGL 4342 on ORGL Degree Plan. Prerequisites: ORGL 3331 or Concurrent enrollment in ORGL 3331.

ORGL 4352 - Capstone I

Hours: 3

This course requires an analysis, synthesis, and evaluation of the student's knowledge and skills including academic performance, teamwork experience, and workplace experience. Using current information, technology and resources the student will construct a professional profile. Students use problem-solving skills to analyze, evaluate and recommend an implementation plan addressing an organizational leadership issue or problem. A main factor in evaluating student performance is the input from multiple stakeholders including employers and faculty. Prerequisites: Departmental approval required. ORG 4343 prerequisite or concurrent enrollment.

ORGL 4361 - Capstone II

Hours: 3

This course requires an analysis, synthesis, and evaluation of the student's knowledge and skills including academic performance, teamwork experience, and workplace experience. Using current information, technology and resources the student will construct a professional profile. Students use problem-solving skills to analyze, evaluate and recommend an implementation plan addressing an organizational leadership issue or problem. A main factor in evaluating student performance is the input from multiple stakeholders including employers and faculty. Prerequisites: ORGL 4352 or ORGL 4352 concurrent enrollment.

ORGL 100 - CBE - Orientation

Hours: 0

This course will serve as an orientation for those entering the ORGL program, highlighting the expectations and requirements of the program.

ORGL 145 - Customer Service

Hours: 3

This course will help prepare students for providing customer service in a variety of workplace situations

ORGL 197 - Special Topic

Hours: 1-4

Special Topics. One to four semester hours. Organized class. May be repeated when topics vary.

ORGL 297 - Special Topic

Hours: 1-4

Special Topics. One to four semester hours. Organized class. May be repeated when topics vary.

ORGL 305 - Organizational Behavior

Hours: 3

This course first examines organizational theory and application. Students then explore the business environment through organizational structures and their behavioral characteristics. These include management issues, ethical issues, challenges and effective communication, leadership, power, and management, the design of the organization, the impact of that design, and the impact of an organization's culture. From the knowledge gained from this course, students can confidently address the management issues presented and lead organizations towards success.

ORGL 338 - Talent Leadership in Human Resources

Hours: 3

This course looks at the different roles that the human resource department plays in a company and the skills needed to accomplish the day-to-day activities of HR personnel. Emphasis is placed on the role of HR management in the strategic management process of a company. Processes used by HR departments to recruit talent, train, and conduct performance appraisals are covered. Workplace discrimination, labor laws, and global trends are also examined.

ORGL 342 - Leading Innovation

Hours: 3

This course helps students develop the critical thinking skills needed for a role as an organizational leader, whether starting and operating a small business or not-for-profit organization or working for an existing corporation or company. In other words, the hallmark of a successful manager and leader is treating the company for which an individual work as if it were your own. As such, this course develops the basic skills individuals need to evaluate opportunities that can be applied across myriad managerial and leadership positions, anticipate challenges, assess the best course of action, monitor its progress, make adjustments, develop competitive advantages, seize and respond to opportunities, adapt to market changes, and the like.

ORGL 389 - Independent Study

Hours: 1-4

Special Topics. One to four semester hours.

ORGL 397 - Special Topic

Hours: 1-4

Special Topics. One to four semester hours. Organized class. May be repeated when topics vary.

ORGL 422 - Project Management for Leaders
Hours: 3
Students will explore a leader's responsibility for conceiving, designing, implementing and managing the organization's overall objectives, culture, and environment as part of the project management process. Within this context, the course primarily focuses on understanding project management, aligning project management with the organization, project management oversight, projects as capital investments, globalization and resources optimization.

ORGL 432 - Environmental Regulation & Compliance
Hours: 3
In this competency course, students will gain an overview of the environmental laws enacted by Congress and of the subsequent environmental regulations established by the EPA (Environmental Protection Agency). Students will also gain an understanding of how to keep abreast of regulatory changes and how to navigate through and locate among the vast maze-like array of regulations those that are specific to an organization.

ORGL 433 - Power & Politics in Organizations
Hours: 3
This competency course explores the sources of power in organizations and the circumstances that lead to its attainment and effective use.

ORGL 434 - Resource Development for Non-Profits
Hours: 3
This competency course will explore important resource development issues facing non-profit organizations including grant writing and fundraising.

ORGL 435 - Leading High Performance Teams
Hours: 3
This competency course explores the necessary skills, techniques and frameworks leaders need to build and effectively lead a high-performance team.

ORGL 440 - Organizational Strategies
Hours: 3
This competency course focuses on the specifics of organizational strategies and provides a framework for formulating successful and adaptive strategies in an increasingly complex world economy.

ORGL 489 - Independent Study
Hours: 1-4
Special Topics. One to four semester hours.

ORGL 497 - Special Topic
Hours: 1-4
Special Topics. One to four semester hours. Organized class. May be repeated when topics vary.

SHCB 100 - CBE - Orientation
Hours: 0

SHCB 300 - Introduction to Safety Studies
Hours: 3
Students will develop the necessary writing, study, research resource, and Blackboard navigation skills necessary to successfully complete an occupational safety-related curriculum. Students will review the history of the development of occupational safety and health and methods of accident prevention and hazard control, and receive an introduction to safety programs, workers' compensation, emergency preparedness, and accident investigation.

SHCB 301 - Technical Writing and Communication in Occupational Safety and Health
Hours: 3
This course is a study and application of writing technical documents, letters, manuals, and reports. Emphasis is placed on presentations, team building, employee training, interviewing, business etiquette, and professionalism

SHCB 310 - Legal Aspects of Safety and Health
Hours: 3
This course examines the Occupational Safety and Health (OSH) Act and the authority of the Occupational Safety and Health Administration (OSHA); includes a review of employers' legal responsibilities and proactive measures to ensure compliance with the OSH legal and regulatory framework in America; discusses OSHA regulations including citations, penalties, inspections, and record-keeping; and studies legislative and legal decisions relating to personnel practices, employee safety, and public protection.

SHCB 320 - Measures of Safety Performance
Hours: 3
This course examines the strategies and methods for calculating, analyzing, interpreting and communicating safety performance data and presents lagging and leading metrics of safety, quantitative and qualitative statistical techniques, descriptive and inferential statistics, correlations, and financial principles.

SHCB 330 - Human Factors in Occupational Safety
Hours: 3
This course focuses on ergonomics, man/machine interface, and human efficiency. Students study work-related stress, psychological factors, and Cumulative Trauma Disorders, and solutions are reviewed for common problems found in labor-intensive operations.

SHCB 340 - Occupational Safety and Health Program Management
Hours: 3
Emphasizes personnel aspects, communication, and motivation in managing safety and health programs. Practices writing safety programs and implementing safety training. Evaluates the effectiveness of various methods and programs.

SHCB 358 - Essentials of Project Management
Hours: 3
This course develops a foundation of concepts and solutions that supports the planning, scheduling, controlling, resource allocation, and performance measurement activities required for successful completion of a project. Basic project management tools will be introduced. Prerequisites: Junior Standing.

SHCB 410 - Environmental Law and Management
Hours: 3
This course reviews and analyzes laws affecting workplaces, including the Clean Water Act, Clean Air Act, RCRA, and CERCLA. Students also study these laws and related policies and practices as they are related to safety.

SHCB 430 - Hazardous Materials
Hours: 3
Study hazardous material problems in transportation, storage, and use of hazardous materials. Review chemical properties relating to specific reactions, engineering controls, and how to control materials in an emergency situation. Emphasis is placed on the role of pre-emergency planning, combating, coordinating resources, and controlling a hazardous materials incident.

SHCB 499 - Occupational Safety and Health Capstone
Hours: 3
Students examine case studies and real-life situations, combining knowledge they have gained from previous coursework to analyze and develop strategies, develop countermeasures, and engage in strategic planning, policy development, and training.

UNCO 1301 - Signature Course
Hours: 3
A Signature Course at Texas A&M University- Commerce offers first-year students the opportunity to explore unique topics in engaging learning environments. Students develop college-level skills in communication, critical thinking, and social responsibility through a rigorous intellectual experience.

UNCO 2301 - University Engagement and Applied Leadership
Hours: 0
This course is for students who serve as mentors to first-year students. In this course, students will learn theories of leadership, how to apply their leadership skills in their mentor groups, and will receive training to on important topics relevant to university leadership and engagement including inclusivity, mental health, information literacy, Title IX, working with students who require educational accommodations, et cetera.

UNCO 101 - Peer Mentoring
Hours: 0
This class orients students to college life while supporting the student's transition to become successful and engaged in all segments of the university's programs and services. This course prepares students for optimal success at the university and beyond by motivating them to develop skills, knowledge and behaviors that will create confident, self-sufficient learners.

UNCO 111 - Critical Thinking
Hours: 1-3
Critical Thinking - One semester hour This course introduces students to theories of learning and critical thinking and provides a learning framework to apply them to their college and life experiences. Concepts studies include research and theory on how people learn, critical thinking, problem solving, perception, learning styles, memory, creativity, and how attitudes and values affect the learning and thinking processes. The course also shows students how to apply these theories and research findings to help develop practical skills in critical thinking, time management, reading, note taking, testing taking, other areas that will help them be more successful students and lifelong learners.