



Academic Notes

MAY 21, 2007

AN 2006-2007

ACADEMIC NOTES PUBLICATION SCHEDULE FOR SUMMER 2007

Below is the circulation schedule for the electronic copy of *Academic Notes* through May 7, 2007. All submissions for inclusion in *Academic Notes* are due in the Office of Academic Affairs no later than 10:00 a.m. on the Wednesday prior to the distribution of *Academic Notes* on the following Monday. Submissions must be in hard copy along with an e-mail, disk, or CD with the same information. The electronic version must be formatted either in Word with pages with signatures scanned and inserted as a picture OR PDF saved as text and image. (Do NOT send PDF just saved as an image.) Information submitted to *Academic Notes* that is not accompanied by an electronic version or that is incomplete or unusable will be returned to the appropriate office. *Academic Notes* is available using Acrobat Reader at <http://www.indstate.edu/site/acad-aff/2315.html>

ACADEMIC NOTES PUBLICATION SCHEDULE FOR SUMMER 2007

<u>Deadline for Items</u>	<u>Issue Date</u>
May 30	June 4
June 13	June 18
June 27	July 2
July 11	July 16
July 25	July 30
August 8	August 13

THESES, DISSERTATIONS, AND RESEARCH PROJECTS

COLLEGE OF EDUCATION: Educational Leadership, Administration, and Foundations
Steven Combs will defend his dissertation entitled *Building a Model: Identifying Learning Episodes to Include Within a Web-based Faculty-Training Program for the Conversion of a Traditional Course to an Online Course*, on Wednesday, May 23, 2007, at 2:00 p.m., in the College of Education, room 1214. Members of his committee are: Dr. Greg Ulm, Chairperson; Dr. Rebecca Libler, and Dr. Rebecca Nickoll.

CURRICULUM

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UNDERGRADUATE PROPOSALS

NEW COURSES

COLLEGE OF ARTS AND SCIENCES: History

HIST 408 Nation-Building, Democracy, and Development in the Modern World--3 hours. This course explores historically and theoretically the different paths humans have taken over the past two hundred and fifty years in building modern nation-states, developed economies, and democratic policies. During the course students will focus on comparing the American path to modernity to the paths of other countries.

Preferred effective date: Spring 2008

HIST 409 The Birth of Europe--3 hours. This course chronicles Europe's emergence as a coherent entity in the Early Middle Ages, focusing on Rome's disintegration, the rise of new institutions and the Carolingian empire, the challenges posed by Vikings, Byzantines, and Muslims, and the fusion of Germanic, classical, and Christian cultures into a uniquely medieval civilization.

Preferred effective date: Spring 2008

COLLEGE OF TECHNOLOGY: Industrial Technology Education

ITE 420 Career Development and Employee Appraisals--3 hours. An introduction to the knowledge, tools, skills, and practical methodology needed to apply principles of Career Development. This course is tailored for instructors of adult learners and Human Resource Development Specialists. The class includes career development in the 21st century, understanding and responding to changes in the workplace and family life, career development in cultural contexts, and using standardized tests and inventories in Human Resource Development. *Preferred effective term: Spring 2008*

ITE 425 Organizational Development--3 hours. An introduction to the foundations of organizational development. This course is tailored for instructors of adult learners and human resource development specialists. The class includes the emergence and development of the field of organizational development, the values and ethics underlying organizational development as applied to business practice, and essential skills for the organizational development practitioner. *Preferred effective term: Spring 2008*

COURSE REVISIONS

COLLEGE OF HEALTH AND HUMAN PERFORMANCE: Health, Safety, and Environmental Health Sciences

HLTH 314 Industrial Health and Safety Legislation—3 hours. A study of the current legislation affecting the field of industrial health and safety, with primary emphasis upon the occupational safety and health administration. Prerequisite: 212 or concurrent.

Delete prerequisite

HLTH 314 Industrial Health and Safety Legislation—3 hours. A study of the current legislation affecting the field of industrial health and safety, with primary emphasis upon the occupational safety and health administration.

Preferred effective date: Spring 2008

COLLEGE OF TECHNOLOGY: Manufacturing and Construction Technology

MCT 310 Construction Safety—3 hours. An analysis of OSHA regulations as they pertain to the construction industry. Course includes job site visits and reporting. Upon successful completion of this course, students will receive a 30-hour OSHA certification. Prerequisite: 133, 211, or consent of instructor.

Change prerequisites to:

MCT 310 Construction Safety—3 hours. An analysis of OSHA regulations as they pertain to the construction industry. Course includes job site visits and reporting. Upon successful completion of this course, students will receive a 30-hour OSHA certification. Prerequisite: 211, or consent of instructor.

Preferred effective date: Spring 2008

PROGRAM REVISIONS

COLLEGE OF TECHNOLOGY: Industrial Technology Education

Human Resource Development for Higher Education and Industry (78 semester hours)

CIP Code: 521001 Major Code: E135

Summary:

The department would like to eliminate ITE 345 and ITE 484 from the required HRD courses/curriculum. It is also eliminating the 3 credit hour elective from Educational and School Psychology, replacing it with ITE 489. Two new courses will be added to the required HRD courses/curriculum: ITE 420 and ITE 425. The credit hours will remain at 30 hours for the required HRD courses/curriculum.

Proposed new catalog copy incorporating these changes are in line with recent competency studies and suggested program standards from the professional organizations in our field, such as the American Society for Training and Development, Organization Development Network, and the Academy of Human Resource Development.

Specifically, the American Society for Training and Development has developed an HRD Wheel listing the three primary areas of Human Resource Development as: Training, Career Development, and Organizational Development. Our program has largely focused on the training aspect of HRD, and these changes allow for a more balanced program that would require the courses in Career Development and Organizational Development.

Student Learning:

Training and development managers and specialists conduct and supervise training and development programs for employees. Increasingly, management recognizes that training offers a way of developing skills, enhancing productivity and quality of work, and building worker loyalty to the firm, and most importantly, increasing individual and organizational performance to achieve business results. While training is widely accepted as an employee benefit and a method of improving employee morale, enhancing employee skills has become a business imperative. Increasingly, managers and leaders realize that the key to business growth and success is through developing the skills and knowledge of its workforce.

Other factors involved in determining whether training is needed include the complexity of the work environment, the rapid pace of organizational and technological change, and the growing number of jobs in fields that constantly generate new knowledge, and thus, require new skills. In addition, advances in learning theory have provided insights into how adults learn, and how training can be organized most effectively for them.

Training managers provide worker training either in the classroom or onsite. This includes setting up teaching materials prior to the class, involving the class, and issuing completion certificates at the end of the class. They have the responsibility for the entire learning process, and its environment, to ensure that the course meets its objectives and is measured and evaluated to understand how learning impacts business results.

Training specialists plan, organize, and direct a wide range of training activities. Trainers respond to corporate and worker service requests. They consult with onsite supervisors regarding available performance improvement services and conduct orientation sessions and arrange on-the-job training for new employees. They help all employees maintain and improve their job skills, and possibly prepare for jobs requiring greater skill. They help supervisors improve their interpersonal skills in order to deal effectively with employees. They may set up individualized training plans to strengthen an employee's existing skills or teach new ones. Training specialists in some companies set up leadership or executive development programs among employees in lower level positions. These programs are designed to develop leaders to replace those leaving the organization and as part of a succession plan. Trainers also lead programs to assist employees with job transitions as a result of mergers and acquisitions, as well as technological changes. In government-supported training programs, training specialists function as case managers. They first assess the training needs of clients and then guide them through the most appropriate training method. After training, clients may either be referred to employer relations representatives or receive job placement assistance.

Lastly, the course in Educational and School Psychology is no longer offered to students; therefore, the department is changing the requirement to ITE 489.

Proposed Catalog Copy:

Human Resource Development for Higher Education and Industry (78 semester hours)

CIP Code: 521001 Major Code: _____

This major includes 28 semester hours of professional/occupational experience requiring defined occupational experience and license, competency test, or evaluated technical credit appropriate to the specialization.

Required courses: Industrial Technology Education 276—3 hrs.; 369—3 hrs.; 385—3 hrs.; 394—3 hrs.; 420—3 hrs.; 425—3 hrs.; 473—3 hrs.; 480—3 hrs.; 489—3 hrs.

Directed Electives: 3 hours.

Professional Occupation Experience:

Option A: Occupational Experience Trade or Technical: three years (6,000 clock hours) above the training level and/or validation by license or examination. Experience must have occurred within last five years. A minimum of one and one-half years (3,000 clock hours) is required. Technical course work may be used to meet the total required 28 semester hours. The appropriate occupational exam may be required.

Option B: Technical Credit: Credit may be awarded based on evaluation of previous course work taken at accredited institutions. This is not transfer credit but recognition of credit for

appropriateness of courses taken in specialization area.

Advanced Technical Specialization: 20 semester hours including 12 semester hours at the 300-400 level from four year degree granting institutions, and 8 semester hours combination of technical workshops and industrial internships: Industrial Technology Education 351 and/or 495.

Preferred effective term: Spring 2008

GRADUATE PROPOSALS

NEW COURSES

COLLEGE OF ARTS AND SCIENCES: History

HIST 508 Nation-Building, Democracy, and Development in the Modern World--3 hours. This course explores historically and theoretically the different paths humans have taken over the past two hundred and fifty years in building modern nation-states, developed economies, and democratic policies. During the course students will focus on comparing the American path to modernity to the paths of other countries

Preferred effective term: Spring 2008

HIST 509 The Birth of Europe--3 hours. This course chronicles Europe's emergence as a coherent entity in the Early Middle Ages, focusing on Rome's disintegration, the rise of new institutions and the Carolingian empire, the challenges posed by Vikings, Byzantines, and Muslims, and the fusion of Germanic, classical, and Christian cultures into a uniquely medieval civilization.

Preferred effective term: Spring 2008

COLLEGE OF TECHNOLOGY: Industrial Technology Education

ITE 520 Career Development and Employee Appraisals--3 hours. An introduction to the knowledge, tools, skills, and practical methodology needed to apply principles of Career Development. This course is tailored for instructors of adult learners and Human Resource Development Specialists. The class includes career development in the 21st century, understanding and responding to changes in the workplace and family life, career development in cultural contexts, and using standardized tests and inventories in Human Resource Development. *Preferred effective term: Spring 2008*

ITE 525 Organizational Development--3 hours. An introduction to the foundations of organizational development. This course is tailored for instructors of adult learners and human resource development specialists. The class includes the emergence and development of the field of organizational development, the values and ethics underlying organizational development as applied to business practice, and essential skills for the organizational development practitioner.

Preferred effective term: Spring 2008

PROGRAM REVISIONS

COLLEGE OF ARTS AND SCIENCES: Languages, Literatures, and Linguistics

Master of Arts in Linguistics/TESL/Cross-Linguistics (32 semester hours)
CIP Code: 131401 Major Code: 1278

Brief Summary:

With the suspension of the M.A. in Spanish, the only functioning M.A. left in the LLL Department is that in Linguistics/TESL/Cross-Linguistics. In putting forward the suspension of the Spanish M.A., new Catalog Copy was required, which led to the program changes now being put forward. The new catalog copy spells out that the M.A., just as before, allows students to count graduate courses in French, German, Spanish, and other languages. (500-level French, German, and Spanish courses are regularly offered when their 400-level corresponding courses are offered, and students may transfer in graduate courses in other languages.)

The only true program change is in the deletion of the requirement that 6 hours be taken in a second area within the department or outside the department. This requirement has proven to be both unnecessary and undesirable, since the department is able to offer more than enough courses, including summer courses, for students in the Master's in Linguistics/TESL/Cross-Linguistics to be able to complete all of their coursework within the department. This change required a change in the number of hours required in the department beyond the "Research" course and the "Core" course from 21 hours to 27 hours. The department also decided that no more than 9 hours of transfer credit will be accepted for the M.A. program, and that a minimum of 23 hours must be taken within the department.

Student Learning:

One of the goals of ISU is to "improve and enhance the education of students." We have found that our students are best served by taking all of their courses in the LLL Department, especially since most of our Master's Students are international students. Those who have taken courses outside the department are often not as prepared for the comprehensive examinations they must pass at the end of their program. One student who did not pass the comprehensive examinations last semester even said herself that she was hurt by taking 6 hours outside the department during that semester, where she was not dealing every day in linguistic terms and concepts and not being asked to write as much as we require our students to write. We suspect that the same situation has contributed to other students who did poorly on our comprehensive exams.

Proposed Catalog Copy:

GENERAL PROGRAM DESCRIPTION

The Department of Languages, Literatures, and Linguistics offers a master of arts degree in linguistics/teaching English as a second language/cross-linguistics. . . .

DEGREE REQUIREMENTS

Master of Arts in Linguistics/TESL/Cross-Linguistics (32 semester hours)

CIP Code: 131401 Major Code: _____

Research: Languages, Literatures and Linguistics 607—3 hours.

Core: Languages, Literatures and Linguistics 600—2 hours.

Electives: at least 27 hours from graduate courses in the Department of Languages, Literatures, and Linguistics, 12 hours of which must be at the 600-level, as follows:

Thesis option: 27 hours of graduate course work in Languages, Literatures, and Linguistics, including Languages, Literatures, and Linguistics 699 Master's Thesis—6 hours.

Non-Thesis option: 27 hours of graduate course work in Languages, Literatures, and Linguistics.

Other Requirement: Demonstrated proficiency in a non-native language.

Culminating Experience: Languages, Literatures, and Linguistics 699 Master's Thesis—6 hours or successful completion of written and oral comprehensive examinations

No more than 9 hours of transfer credit will be accepted for the M.A. program.

A minimum of 23 hours must be taken within the department.

UNDERGRADUATE APPROVALS

COURSE REVISIONS

COLLEGE OF ARTS AND SCIENCES: English

430 Literature and Culture of the Middle Ages—3 hours. Major works of Western literature studied within the context of the intellectual and artistic movements of the Middle Ages.

Add prerequisite

430 Literature and Culture of the Middle Ages—3 hours. Major works of Western literature studied within the context of the intellectual and artistic movements of the Middle Ages. Prerequisite: 250.

Preferred effective date: Spring 2008

431 Literature and Culture of the Renaissance—3 hours. Major works of Western literature studied within the context of the intellectual and artistic movements of the Renaissance.

Add prerequisite

431 Literature and Culture of the Renaissance—3 hours. Major works of Western literature studied within the context of the intellectual and artistic movements of the Renaissance. Prerequisite: 250.

Preferred effective date: Spring 2008

432 Literature and Culture of the Seventeenth and Eighteenth Centuries—3 hours. Major works of Western literature studied within the context of the intellectual and artistic movements of the seventeenth and eighteenth centuries.

Add prerequisite

432 Literature and Culture of the Seventeenth and Eighteenth Centuries—3 hours. Major works of Western literature studied within the context of the intellectual and artistic movements of the seventeenth and eighteenth centuries. Prerequisite: 250.

Preferred effective date: Spring 2008

433 Literature and Culture of the Nineteenth Century—3 hours. Major works of Western literature studied within the context of the intellectual and artistic movements of the nineteenth century.

Add prerequisite

433 Literature and Culture of the Nineteenth Century—3 hours. Major works of Western literature studied within the context of the intellectual and artistic movements of the nineteenth century. Prerequisite: 250.

Preferred effective date: Spring 2008

434 Literature and Culture of the Twentieth Century—3 hours. Major works of Western literature studied within the context of the intellectual and artistic movements of the twentieth century.

Add prerequisite

434 Literature and Culture of the Twentieth Century—3 hours. Major works of Western literature studied within the context of the intellectual and artistic movements of the twentieth century. Prerequisite: 250.

Preferred effective date: Spring 2008

440 Early American Literature—3 hours. Representative American literature from the discovery of the New World through the early nineteenth century, studied against its intellectual, historical, and social background.

Change description and add prerequisite to:

440 Early American Literature—3 hours. Representative American literature from the European arrival through the early nineteenth century, studied against its intellectual, historical, and social background. Prerequisite: 240.

Preferred effective date: Spring 2008

441 American Renaissance Literature—3 hours. Representative American literature of the mid-nineteenth century, studied against its intellectual, historical, and social background.

Add prerequisite

441 American Renaissance Literature—3 hours. Representative American literature of the mid-nineteenth century, studied against its intellectual, historical, and social background. Prerequisite: 240.

Preferred effective date: Spring 2008

442 American Realism and Naturalism—3 hours. Representative American literature of the late nineteenth and early twentieth centuries, studied against its intellectual, historical, and social background.

Add prerequisite

442 American Realism and Naturalism—3 hours. Representative American literature of the late nineteenth and early twentieth centuries, studied against its intellectual, historical, and social background. Prerequisite: 240.

Preferred effective date: Spring 2008

444 Modern American Literature—3 hours. Representative American literature since the early twentieth century, studied against its intellectual, historical, and social background.

Add prerequisite

444 Modern American Literature—3 hours. Representative American literature since the early twentieth century, studied against its intellectual, historical, and social background. Prerequisite: 240. *Preferred effective date: Spring 2008*

447 Seminar in American Literature—2-3 hours. Topic changes from term to term; may be repeated for credit when topic is different.

Add prerequisite

447 Seminar in American Literature—2-3 hours. Topic changes from term to term; may be repeated for credit when topic is different. Prerequisite: 240. *Preferred effective date: Spring 2008*

448 Forms of American Literature—2-3 hours. The development of major genres of American literature. Offered as 448D, Drama; 448F, Novel; 448P, Poetry. May be repeated for credit when topic is different.

Add prerequisite

448 Forms of American Literature—2-3 hours. The development of major genres of American literature. Offered as 448D, Drama; 448F, Novel; 448P, Poetry. May be repeated for credit when topic is different. Prerequisite: 240. *Preferred effective date: Spring 2008*

449 Middle English Literature—3 hours. Representative English literature of the Middle Ages, studied against its intellectual, historical, and social background. Read in Middle English and modern translation.

Add prerequisite

449 Middle English Literature—3 hours. Representative English literature of the Middle Ages, studied against its intellectual, historical, and social background. Read in Middle English and modern translation. Prerequisite: 250. *Preferred effective date: Spring 2008*

450 Chaucer—3 hours. The life and writings of Chaucer, including the cultural and literary backgrounds of his art and attention to linguistic problems.

Change description and add prerequisite to:

450 Chaucer—3 hours. The life and writings of Chaucer, including the cultural and literary backgrounds of his art. Read in Middle English and modern translation. Prerequisite: 250. *Preferred effective date: Spring 2008*

451 English Renaissance Literature—3 hours. Representative English literature from the early sixteenth century through the mid-seventeenth century, studied against its intellectual, historical, and social background.

Add prerequisite

451 English Renaissance Literature—3 hours. Representative English literature from the early sixteenth century through the mid-seventeenth century, studied against its intellectual, historical, and social background. Prerequisite: 250.

Preferred effective date: Spring 2008

452 Restoration and Eighteenth Century Literature—3 hours. Representative English literature from the mid-seventeenth century through the late eighteenth century, studied against its intellectual, historical, and social background.

Change description and add prerequisite to:

452 Restoration and Eighteenth Century Literature—3 hours. Representative British literature from the mid-seventeenth century through the late eighteenth century, studied against its intellectual, historical, and social background. Prerequisite: 250.

Preferred effective date: Spring 2008

453 English Romantic Literature—3 hours. Representative English literature from the late eighteenth century through the mid-nineteenth century, studied against its intellectual, historical, and social background.

Change title, description, and add prerequisite to:

453 British Romantic Literature—3 hours. Representative British literature from the late eighteenth century through the mid-nineteenth century, studied against its intellectual, historical, and social background. Prerequisite: 250.

Preferred effective date: Spring 2008

454 Victorian Literature—3 hours. Representative English literature from the mid-nineteenth century to the twentieth century, studied against its intellectual, historical, and social background.

Change description and add prerequisite to:

454 Victorian Literature—3 hours. Representative British literature from the mid-nineteenth century to the twentieth century, studied against its intellectual, historical, and social background. Prerequisite: 250.

Preferred effective date: Spring 2008

455 Twentieth Century Literatures in English—3 hours. Representative British and Irish literature of the twentieth century studied in its intellectual, historical, and social contexts.

Add prerequisite

455 Twentieth Century Literatures in English—3 hours. Representative British and Irish literature of the twentieth century studied in its intellectual, historical, and social contexts. Prerequisite: 250.

Preferred effective date: Spring 2008

460 Shakespeare—3 hours. Selected comedies, tragedies, and histories; problems of Shakespearean scholarship, interpretation, and criticism.

Add prerequisite

460 Shakespeare—3 hours. Selected comedies, tragedies, and histories; problems of Shakespearean scholarship, interpretation, and criticism. Prerequisite: 250.

Preferred effective date: Spring 2008

462 Seminar in English Literature before 1800—3 hours. Topic changes from term to term; may be repeated for credit when topic is different.

Change title and add prerequisite to:

462 Seminar in British Literature before 1800—3 hours. Topic changes from term to term; may be repeated for credit when topic is different. Prerequisite: 250.

Preferred effective date: Spring 2008

463 Seminar in English Literature since 1800—3 hours. Topic changes from term to term; may be repeated for credit when topic is different.

Change title and add prerequisite to:

463 Seminar in British Literature since 1800—3 hours. Topic changes from term to term; may be repeated for credit when topic is different. Prerequisite: 250.

Preferred effective date: Spring 2008

464 English Drama—3 hours. Origins and development of the English drama, with emphasis on the principal dramatists (other than Shakespeare) of the seventeenth and eighteenth centuries.

Change title, description, and add prerequisite to:

464 British Drama—3 hours. Origins and development of British drama, with emphasis on the principal dramatists (other than Shakespeare) of the seventeenth and eighteenth centuries. Prerequisite: 250.

465 The English Novel—3 hours. Origins and development of the English novel, with emphasis on the nineteenth and twentieth centuries.

Change title, description, and add prerequisite to:

465 The British Novel—3 hours. Origins and development of the British novel, with emphasis on the nineteenth and twentieth centuries. Prerequisite: 250.

Preferred effective date: Spring 2008

PROGRAM REVISIONS

COLLEGE OF ARTS AND SCIENCES: Family and Consumer Sciences

Coordinated Program in Dietetics (82 semester hours)

CIP Code: 190501 Major Code: 1522

Brief Summary:

It is proposed that entrance requirements for the Coordinated Program in Dietetics be changed from a 2.5 overall GPA to a 2.7 overall GPA OR a 3.0 GPA on the last 32 hours of work completed.

Student Learning:

Successful program completion and successful first time passage on the national dietetics registration

exam have been considered. We believe that this change in admission requirements will improve both these measures

Proposed Catalog Copy:

Coordinated Program in Dietetics (82 semester hours)

CIP Code: 190501 Major Code: _____

Under Minimum requirements for Admission:

A minimum grade point average of 2.7 OR a 3.0 GPA on the last 32 hours of work completed. Completion of 62 credit hours is required for admission.

Preferred effective term: Fall 2007

COLLEGE OF HEALTH AND HUMAN PERFORMANCE: Recreation and Sport Management

Recreation and Sport Management Major (55 semester hours)

CIP Code: 310301 Major Code: A924

Summary:

The Department of Recreation and Sport Management, at the request of the Office of Academic Affairs, requests moving its 3 emphasis areas to concentrations. The remainder of this proposal provides information regarding the change.

Student Learning:

Student outcome assessment has been and continues to be used by the Department since before 2000-2001 academic year. The Assessment process has assured changes in the academic program have focused on University vision and goals, student needs and expectations, and needs of practitioners.

Proposed Catalog Copy:

Recreation and Sport Management Major (55-68 semester hours)

CIP Code: 310301 Major Code: _____

Required Courses (37 semester hours)

Foundational Core: 135—3 hrs.; 136—2 hrs.; 136L—1 hr.; 231—3 hrs.; 236—3 hrs.; 275—3 hrs.; 280—3 hrs.

Professional Core: 331—3 hrs.; 334—3 hrs.; 342—3 hrs.; 390—1 hr.; 435—3 hrs.; 491—6 hrs.

Departmental Concentration (18 - 31 hours)

Students will choose a departmental concentration in any of the following areas: recreation management and youth leadership; sport management; or recreation therapy.

Students are encouraged to investigate, select, and complete a minor. Examples of minors include: business administration, finance, marketing, journalism, public administration, psychology, social work, or exercise science.

Recreation Management and Youth Leadership Concentration (18 semester hours): 235—3 hrs.; 262 or 464—3 hrs.; 345—3 hrs.; 447—3 hrs.; 450—3 hrs.; 451—3 hrs.

Recreation Therapy Concentration (31 semester hours): 270—3 hrs.; 371—3 hrs.; 470—3 hrs.; 472—3 hrs.; 473—3 hrs.; Athletic Training 210—2 hrs., 225—3 hrs.; Physical Education 220—2 hrs.; Psychology 266—3 hrs., 368—3 hrs.; Sociology 240—3 hrs.

Sport Management Concentration (18 semester hours): 264—3 hrs.; 340—3 hrs.; 355—3 hrs.; 420—3 hrs.; 450—3 hrs.; 495—3 hrs.

Preferred effective date: Fall 2007